Cabinet

A Special Meeting of the **Cabinet** of North Ayrshire Council will be held remotely on **Tuesday, 25 May 2021** at **14:30** to consider the undernoted business.

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

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

2   Minutes
The accuracy of the Minutes of the meeting of the Cabinet held on 27 April 2021 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

EDUCATION ITEMS FOR DECISION

3   School Attainment Results 2019 and 2020
Submit report and receive presentation by the Executive Director (Communities and Education) on the overall performance of the 2019 and 2020 North Ayrshire Council school leavers as highlighted in the INSIGHT benchmarking tool, and Curriculum for Excellence attainment levels in literacy and numeracy for 2019 (copy enclosed).

North Ayrshire Council, Cunninghame House, Irvine KA12 8EE

4   **Educational Achievement of Care Experienced Learners in North Ayrshire**
Submit report by the Executive Director (Communities and Education) on Curriculum for Excellence Broad General Education (BGE) attainment levels of care experienced learners in 2019, Senior Phase attainment of care experienced learners for 2019 and 2020, and post-school participation of care experienced learners (copy enclosed).

5   **Education Service Standards and Quality Report 2019-20 and Future Performance Reporting Update**
Submit report by the Executive Director (Communities and Education) to seek approval for the Education Service's Standards and Quality report for the academic year 2019-20 and to update the Cabinet on the future approach to performance reporting (copy enclosed).

GENERAL BUSINESS FOR DECISION

Reports by the Chief Executive

6   **Equalities Mainstreaming and Outcomes Report 2019-20 and Equality Outcomes 2021-2025**
Submit a report by the Head of Service (Democratic Services) on the Equalities Mainstreaming and Outcomes Report 2019-20 and Equality Outcomes 2021-2025 (copy enclosed).

7   **Procurement Annual Activity Report (2019-20)**
Submit a report by the Head of Service (Finance) on Procurement activity for the period 2019/20 and outline progress during 2020-21 on the use of local suppliers in Procurement activity (copy enclosed).

Reports by the Executive Director (Place)

8   **Inclusive Economy Dashboard**
Submit a report by the Executive Director (Place) on the proposed Inclusive Economy Dashboard (copy enclosed).

9   **Ayrshire Flood Risk Management Strategy and Plan**
Submit a report by the Executive Director (Place) on the progress and next steps in relation to the Second Cycle of the Ayrshire Flood Risk Management Strategy and Ayrshire Flood Risk Management Plan (copy enclosed).

10   **Environmental Sustainability & Climate Change Strategy (ESCCS) 2021-23**
Submit a report by the Executive Director (Place) on the proposed Environmental Sustainability & Climate Change Strategy 2021-23 (copy enclosed).

11   **North Ayrshire Council Electric Vehicle (EV) Strategy (2021-2025)**

Submit a report by the Executive Director (Place) on the Council's first Electric Vehicle Strategy (2021-2025) and the introduction of a tariff for the public use of Electric Vehicle charging points (copy enclosed).

Reports by the Director (Growth and Investment)

12   **The Great Harbour, Irvine**
Submit a report by the Director (Growth and Investment) on the development of proposals for Ayrshire Growth Deal investment in the Great Harbour, Irvine (copy enclosed).

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

Webcasting - Virtual Meeting
Please note: this meeting may be recorded/live-streamed to the Council's internet site, 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   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.
If you are participating in this meeting by invitation, you are consenting to being filmed and consenting to the use and storage of those images and sound recordings and any information pertaining to you contained in the them live-streaming/recording or training purposes and for the purpose of keeping historical records and making those records available to the public. If you do not wish to participate in a recording, you should leave the 'virtual meeting'. This will constitute your revocation of consent.
If you have any queries regarding this, please contact dataprotectionofficer@north-ayrshire.gov.uk.

Cabinet Sederunt

Elected Members	Chair:
Joe Cullinane (Chair) John Bell (Vice-Chair) Robert Foster Alex Gallagher Louise McPhater Jim Montgomerie	
	Apologies:
Church Representatives	
	Attending:
Mr Andrew Bruce Mr Ian Haining Ms Babs Mowat **Teaching Representative**	
Ms Jackie MacKenzie	
Youth Council Representatives	

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

Present
Joe Cullinane, John Bell, Robert Foster, Alex Gallagher, Louise McPhater and Jim Montgomerie and Babs Mowat (Church Representative) and Jackie MacKenzie (Teaching Representative) (Agenda Items 1-3).

In Attendance
C. Hatton (Chief Executive), M. Boyd, Head of Service (Finance) and F. Walker, Head of Service (People and ICT)(Chief Executive's Service); R. McCutcheon, Executive Director, C. McAuley, Head of Service (Economic Development and Regeneration), Y. Baulk, Head of Service and R McGilvery, Senior Manager (Physical Environment) and M. Strachan, Senior Manager (Economic Development and Regeneration) (Place); A. Sutton, Executive Director, R. Arthur, Head of Service (Connected Communities), A. McClelland, Head of Service (Education) and L. Taylor, Senior Manager (Resources and Infrastructure) (Communities and Education); A. Sutherland, Head of Service (Children, Families and Justice) (HSCP); and M Sugden, Communications Officer, A. Little and H. Clancy, Committee Services Officers (Democratic Services).

Chair
Joe Cullinane in the Chair.

1.   Declarations of Interest

In terms of Standing Order 10 and Section 5 of the Code of Conduct for Councillors, Councillor McPhater, declared an indirect pecuniary interest in Agenda Item 6, Community Investment Fund (CIF) Expenditure in relation to the application for funding from Irvine Youth Forum and took no part in the discussion or decision making.

2.   Minutes

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

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

Submitted report by the Executive Director (Communities and Education) on proposals for a new primary school with early learning and childcare provision at Montgomerie Park, Irvine. The Consultation Report on the responses to the online statutory public consultation that had been undertaken was attached at Appendix 1 to the report. The Senior Manager (Resources and Infrastructure) made reference to an error within the consultation report (Appendix 1), directing Members to the correction at Section 1.3 and 2.11 of the covering report.

Members asked questions and were provided with further information in relation to the estimated timeframe of up to seven years to achieve full occupancy of the new school as a result of those children within the catchment already being settled in other local schools and not wishing to move to Montgomerie Park.

The Cabinet agreed to (a) note the content of the Consultation Report attached at Appendix 1; (b) establish a new non-denominational primary school at Montgomerie Park, Irvine from August 2023; and (c) amend the catchment area for Annick Primary School to establish the catchment area for the new primary school from January 2023.

4. Discretionary Fund

Submitted report by the Executive Director (Place) on the first phase of Discretionary Funding and proposals to redesign the fund in response to additional resource agreed with Scottish Government. Appendix 1 outlined the Amended Discretionary Fund Criteria and the Transition Fund Eligibility was set out at Appendix 2 to the report.

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

- the commencement of the Transition Fund, following the Cabinet Call-In period; and
- information already gathered on local businesses who may be eligible for support from the Transition Fund and who would require to evidence the impact of Covid restrictions on their operations.

The Cabinet agreed to (a) note (i) the proposed changes to the North Ayrshire Discretionary Fund; and (ii) the proposals for a new North Ayrshire Business Transition Fund; and (b) approve (i) the updated Discretionary Fund criteria set out in Appendix 1; and (ii) the new Transition Funds criteria set out in Appendix 2 to the report.

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

Submitted report by the Executive Director (Place) on proposals to introduce a Local Letting Initiative ahead of the allocation of new-build Council housing on Arran. Appendix 1 provided a number of examples of Local and Rural Letting Initiatives throughout Scotland and details of the virtual consultation meetings and email survey with stakeholders were provided at Appendix 2 to the report.

The Cabinet agreed to approve the Local Letting Initiative for Council housing on the Isle of Arran, as set out in the report.

6. Proposals for Community Investment Fund (CIF) Expenditure

Submitted report by the Executive Director (Communities and Education) on applications by Locality Partnerships to allocate CIF funding to proposed projects. Applications from Irvine Youth Forum and Kilwinning Rangers Youth Club were provided at Appendices 1 and 2, respectively.

The Cabinet agreed to approve (a) the CIF application in relation to Irvine Youth Forum in the amount of £100,000; and (b) the request to increase the previously agreed CIF application in relation to a multi-purpose youth and community hub – Kilwinning Rangers Juniors and Kilwinning Rangers Youth Club and award a further £15,000 to this project.

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

Submitted report by the Director (HSCP) on the North Ayrshire IJB Strategic Bridging Plan 2021-22, approved by the Integration Joint Board on 18 March 2021. The Plan was published on 1 April 2021 and was attached at Appendix 1 to the report.

Noted.

8.   Community Payback Order Annual Report

Submitted report by the Director (HSCP) on the work undertaken in the last year through Community Payback Orders (CPO) with a particular focus on Unpaid Work Requirements. The CPO Annual Report was attached as an appendix to the report and outlined the wide range of projects and services undertaken during 2019/20.

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

- CPOs as a viable alternative to custody that required individuals to address and change their offending behaviour;
- details of behavioural changes that would be included in future reports.

Noted.

The meeting ended at 3.20 p.m.

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**School Attainment Results 2019 and 2020**
Purpose:	To update Cabinet on: (1) the overall performance of the 2019 and 2020 North Ayrshire Council school leavers as highlighted in the INSIGHT benchmarking tool; and (2) Curriculum for Excellence attainment levels in literacy and numeracy for 2019.
Recommendation:	That Cabinet: (i) Notes the content of the report, including the progress being made by learners, specifically in literacy and numeracy; (ii) Notes the achievements of school leavers in SQA examinations in 2019 and 2020; and (iii) Approves the measures being taken to implement learning recovery and to make further improvements to attainment and achievement levels across all schools.

1. Executive Summary

1.1 This report summarises the key performance measures of pupil attainment in the session 2018-19 and 2019-20, based on the benchmarking analysis tool INSIGHT, update released at the end of February 2021. The start of the pandemic in March 2020 has prevented the presentation of the report on the 2019 leavers cohort so this update includes performance in the same indicators over both years.

1.2 The performance of leavers in literacy and numeracy has improved at SCQF level 4. In the attainment for all measures, performance is beginning to improve again, following a dip after the previous change in policy affecting the number of subjects studied in S4. In 2020, leavers from across almost all SIMD deciles in North Ayrshire performed better than the national average, although there is room for further improvement for those learners who live in the least deprived areas. The pandemic has had a negative impact on the percentage of leavers who entered initial positive destinations.

1.3 The report also includes an analysis of the Attainment of a CfE Level 2019 national data collection, assessing the performance in Broad General Education of pupils in P1, P4, P7 and S3. The national data collection was cancelled in 2020 due to the pandemic (first lockdown).

1.4   The performance of our primary (P1, P4, P7) and secondary (S3) pupils in literacy and numeracy continues to improve and is either above or in line with the national figures in these measures. In primary, the gap between the attainment of the most and least deprived is broadly in line with national levels, while in secondary, the attainment gap is smaller in North Ayrshire than it is nationally.

2.   Background

2.1   Since 2014, the Scottish Government has produced a customised web interactive analytical tool to benchmark and inform performance evaluation in schools and education authorities. INSIGHT is consistent with the Curriculum for Excellence ethos as it emphasises the best achievement at the point of exit from school[1], rather than at stage-by-stage level, although it still allows users to drill down to cohort, level, subject or socio-demographic characteristics of pupils. It is worthy of note that the 2020 performance data is the result of an Alternative Certification Model (ACM) which placed teacher professional judgement in a more prominent position following the decision by the Scottish Government to cancel the SQA examination diet as a result of the COVID-19 pandemic.

2.2   The benchmarking methodology used by INSIGHT is centred on the idea of a "Virtual Comparator". This virtual school is built around four key characteristics, which constitutes the make-up of any school. From these four areas, the tool matches ten leavers from across Scotland to every one of the leavers in each school/authority and treats this matched group as the virtual school/authority.

2.3   The main analysis of each year's attainment and achievement for secondary schools is released by the Scottish Government in February of the following year of the diet analysed[2]. The INSIGHT analysts have also provided the performance of the South West Education Improvement Collaborative (SWEIC)[3] region as comparison and these values are represented in the supporting tables and charts. This Report is structured – as in previous years - along the four key national benchmarking measures aimed at:

1.   Improving attainment in Literacy and Numeracy (% of candidates attaining Literacy and Numeracy)

2.   Improving attainment for all (Average Total Tariff Score distribution)

3.   Tackling Disadvantage by Improving the Attainment vs. Deprivation Gap (Average Total Tariff Score by SIMD decile)

4.   Increasing Post-school participation (School Leaver Destinations for 2019 and 2020).

2.4   **Improving attainment in Literacy and Numeracy** (These highlights are supported by charts in Appendix 1)

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[1] The annual benchmarking "point of exit" indicators published in INSIGHT in February each year are called "National Benchmarking Measures". The set of similar indicators referring to specific cohorts of pupils on the school roll (S4, S5, S6) are designated as "Local Benchmarking Measures" in INSIGHT.

[2] Therefore, the February 2021 INSIGHT update refers to the performance of the 2020 cohort and – for comparison - the 4 years before that. The data for previous years' attainment is annually updated, to account for some corrections in the national methodology and the inclusion of some school leavers' records that were not available at the time. Therefore, the values of the indicators in this Paper will not match exactly the figures available in the report presented to Members in previous years.

[3] The SWEIC region comprises of North Ayrshire, East Ayrshire, South Ayrshire and Dumfries and Galloway local authorities.

2.4.1 Performance of North Ayrshire school leavers in attaining Literacy at Level 4 and Level 5 has been maintained or steadily increased at levels exceeding the performance of the Virtual Comparator, the SWEIC authorities and (with the exception of 2020) the National performance in all 5 years of this analysis. In 2019 and 2020 95% of our leavers were achieving Literacy at least at level 4. In 2020 performance at level 5 or better has dipped slightly to 81.5% after reaching a maximum performance of 84% in 2019. However, we remain above or in line with the national cohort and our local comparators for this measure.

2.4.2 The performance of North Ayrshire school leavers in Numeracy at level 4 shows an improving picture from 2018 and we outperformed all other benchmarks (Virtual Comparator, SWEIC, and national performance) in 2020. At level 5, North Ayrshire performance in Numeracy has increased overtaking the performance of the Virtual Comparator and SWEIC and marginally below the National performance. In 2020, a higher percentage of our school leavers achieved SCQF Level 5 or above in numeracy than at any time in the last 5 years.

2.5 **Improving attainment for all** (These highlights are supported by charts in Appendix 2)

2.5.1 This measure focuses on the average total tariff score of the candidates' latest and best qualifications. Tariff points are assigned to each unit or course achieved by learners – in all SCQF-graded awards, not only those provided by SQA. This acknowledges to a greater extent the drive towards wider achievement qualifications and encourages schools to offer curricular choices tailored to a variety of pupil abilities and aspirations. The information is presented as the total tariff score per average leaver in one of three categories of: the lowest attaining 20%, the middle attaining 60% and the highest attaining 20%.

2.5.2 The average total tariff score of the lowest attaining 20% of leavers (Appendix 2) has dipped slightly in 2019 and 2020 but has remained well above the Virtual Comparator. This trend is similar across the SWEIC and National performance.

2.5.3 The performance of the middle attaining 60% of school leavers from North Ayrshire has dipped in 2019 which is consistent with the performance nationally. This is likely to be partly the result of the previous policy decision on the number of subject presentations in S4 (which reduced to 6 in practice), and the changes to the grading methodology by SQA[4].

However, the policy on the number of subjects studied in S4 was revised in late 2018, with the first results of this decision being visible in 2020. in 2020 and attainment has bounced back, although performance still remains below the comparator measures. It is anticipated that it may take another two years for the remaining residual effects of reducing number of subjects in S4 (from 2017-2019) to work their way through the system.

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[4] Changes were introduced to extend the grade D boundaries and remove the internally assessed units for SQA qualifications. These changes were introduced incrementally from 2018 (National 5), 2019 (Higher) and 2020 (Advanced Higher).

2.5.4 Similar to the middle attaining 60%, the performance of the highest attaining 20% of leavers (Appendix 2) dipped in 2019 and bounced back in 2020 achieving the highest performance over the last 5 years, although this remains below comparator benchmark performances, locally and nationally, suggesting there is scope for further improvement in this measure.

2.6 **Attainment vs. Deprivation** (These highlights are supported by charts in Appendix 3)

2.6.1 The INSIGHT measure aimed at tackling disadvantage presents the Average Total Tariff Score (ATTS) compared across the SIMD datazone deciles[5] where the school leavers reside.

2.6.2 The Attainment vs. Deprivation chart for 2020 SIMD decile performance (Appendix 3), shows that North Ayrshire school leavers have performed in line with or better than learners from the similar areas at the National level, except deciles 1 and 10 where we are lower than National performance. This is generally mirroring performance in 2019 although the average school leaver in each decile has performed better in 2020 than 2019. School leavers in SIMD deciles 3, 4 and 7 have performed significantly higher than the National establishment. The slope of the line is less steep than the one for the National performance, meaning that the gap between the attainment of school leavers from the *most* SIMD deprived and those from the *least* SIMD deprived backgrounds is smaller in North Ayrshire than in similar areas across Scotland.

The gap between the attainment of leavers from the 20% most SIMD deprived areas and the ones from the rest of the SIMD Areas (80%) has increased in 2020 as a result of the COVID-19 pandemic as the learning of pupils from the most deprived areas have been more seriously impacted due to the closure of our schools in lockdown 1.

2.7 **Increasing Post-School Participation** (Appendix 4)

2.7.1 Before 2020, the percentage of school leavers moving into positive destinations in North Ayrshire has been one of the highest across Scotland. While 94% of the 2019 school leavers cohort has achieved positive post-school destinations (one percentage point lower than the National performance in the same year but in line with our Virtual Comparator and the SWEIC performance), in 2020 pandemic conditions 92.5% of the cohort entered positive destinations. The 2020 figure is in line with our Virtual Comparator but is lower than both the SWEIC and national performance.

2.7.2 The pandemic had a significant impact both nationally and locally on the type of school leaver destination in 2020. For example, while the proportion of school leavers going into education and training has increased from 74% in previous years to 75.5% in 2020, the proportion of school leavers going into employment has decreased in 2020 by 3 percentage points compared to 2019 and by even more than that compared to previous years.

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[5] The Scottish Index of Multiple Deprivation (SIMD) – 2017 update - ranks the 6976 datazones across Scotland according to a composite of measures of socio-economic deprivation. We are able to pinpoint the SIMD deprivation decile of the area where a pupil resides using the pupil's postcode as collected on the occasion of the annual School Census. SIMD decile 1 represents the 10% most deprived datazones in Scotland while SIMD decile 10 represents the least SIMD deprived of datazones in Scotland. INSIGHT has now updated their analysis, which is based on SIMD2020 and the new (redrawn) datazones based on the 2011 population census.

2.8 **Attainment in Broad General Education – Attainment of Curriculum for Excellence Level (ACEL) in P1, P4, P7 and S3** (Appendix 5)

2.8.1 In 2016, the Scottish Government began to collect statistics on the CfE level achieved in Literacy (Listening and Talking, Reading, Writing) and Numeracy by pupils in the Broad General Education stages P1, P4, P7 and S3. This is based on teacher judgement about each pupil's achievement of a level made at the end of June each session.

2.8.2 At the end of the 2018/19 Academic session 74% of primary pupils (P1, P4, P7 – combined) attained the expected level[6] in Literacy (assessed in all the three components) and 79% attained the expected level in Numeracy. This compares favourably with the National performance which is 72% for Literacy in primary school (P1, P4, P7 – combined) and 79% in Numeracy.

2.8.3 By the end of S3, in the 2019 academic session, 93% of North Ayrshire pupils attained level 3 or better in Literacy (in all three components) and 50% attained level 4. Correspondingly, in Numeracy, 90% of S3 North Ayrshire pupils attained level 3 or better and 64% attained level 4. In 2018/19, S3 pupils in North Ayrshire exceeded the National performance in all measures.

2.8.4 Appendix 5 presents the detailed attainment of each stage in each of the Literacy components and in Numeracy, for the past three years. There is a strong improvement trend in all measures at almost all stages for the 2016-2019 period.

2.8.5 Appendix 6 shows that, in 2019, the gap between pupils living in the most deprived vs. those living in the least deprived SIMD areas is, in primary schools, largely in line with national levels. However, the gap becomes considerably smaller, in all areas of Literacy and in Numeracy, for pupils achieving level 3 or better by the end of S3 in North Ayrshire compared to National.

2.9 **Proposed Improvement Actions**

2.91. The following improvement actions are proposed in respect of the key performance measures in pupil attainment:

2.9.2. **Improving attainment in Literacy & Numeracy**: Attainment in Literacy and Numeracy will continue to be a principal focus of the Broad General Education and Senior phase. This will be supported through school improvement planning processes, quality assurance processes and the work of the Professional Learning Academy. North Ayrshire's Attainment Challenge and Pupil Equity Funding will continue to focus on improving literacy and numeracy skills and attainment for targeted groups of learners, including the current P1 who have been affected by the impact of the COVID-19 pandemic.

2.9.3 **Improving Attainment for All**: There will be a continuation of the focus on the lowest and highest achieving learners to ensure that our performance

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[6] P1 pupils are expected to attain the Early level in Literacy components and Numeracy by the end of their first year in school, P4 pupils – First level and P7 Pupils – Second level. S3 pupils are expected to achieve level Three or better in Literacy and Numeracy, with some having also achieved Level 4 by the time they finish their Broad General Education

continues to reduce the gap between North Ayrshire and the National performance. Part of our work will include a further expansion of available courses and units to ensure that the Senior Phase is meeting the learning needs and aspirations of all learners. The re-designed senior phase curriculum structures in many schools will also enable further targeted programmes to be developed for the lowest achieving learners, particularly in S4.

2.9.4 **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. Establishments will continue to focus specifically on the learners living in deciles 1 and 10 to endeavour to bring their performance into line with national levels.

2.9.5 **Increasing Post-School Participation**: To continue to monitor impact of the action plan implemented last session.

2.9.6 In addition to the measures outlined above, the Education Service has plans to invest the allocated **Covid Recovery funding in additional staffing and resources** specifically to target support towards those learners who need it most and who have been most affected by the Covid-19 pandemic. Our annual Education Service Plan and Attainment Challenge Programme have been updated to reflect the significant priority of further improving attainment and recovering the progress already made towards significantly reducing the poverty-related attainment gap.

3. Proposals

3.1 It is proposed that Cabinet:

(i) Notes the content of the report, including the progress being made by learners, specifically in literacy and numeracy;
(ii) Notes the achievements of school leavers in SQA examinations in 2019 and 2020; and
(iii) Approves the measures being taken to implement learning recovery and 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.

Environmental and Sustainability

4.5   None.

Key Priorities

4.6   NAC Council Plan 2019-2024: Aspiring Communities: "Children and young people experience the best start in life".

This work relates to the following high-level action in the Education Service Plan: "We will support our children and young people to become successful learners, confident individuals, effective contributors and responsible citizens."

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.

5.2   Lockdown 1 presented the Education service with significant challenges to maintain the provision of education, particularly to those living in the lower deciles due to the lack of access to technology. Considerable efforts were undertaken to provide devices, support the development of digital skills and to support our young people to continue to access their learning in innovative ways. Throughout this experience, many lessons were learned and the Education service has adapted it's provision which ensured we were better prepared, teachers and young people were more skilled and devices were readily available to ensure the best possible educational provision during lockdown 2. Our Quality Improvement Framework from January to Easter focused on the remote learning provision across our schools and featured challenging dialogue and reviews of evidence between Head Teachers and Senior Officers.
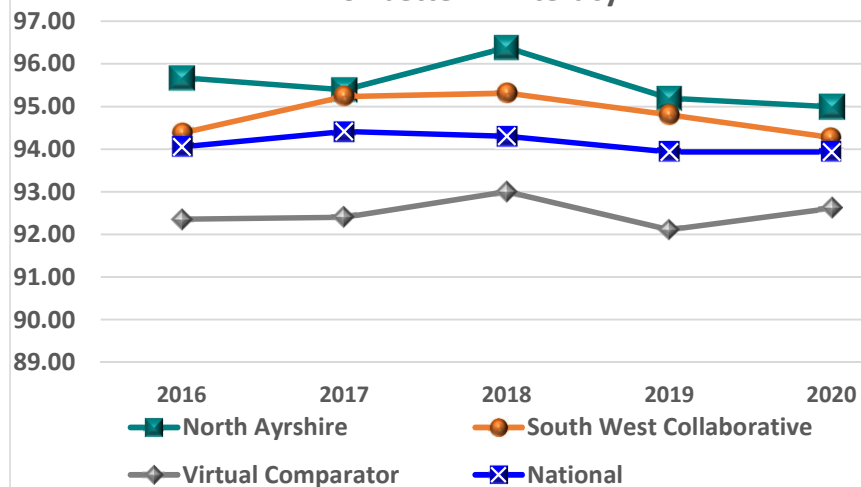
Audrey Sutton
Executive Director (Communities and Education)

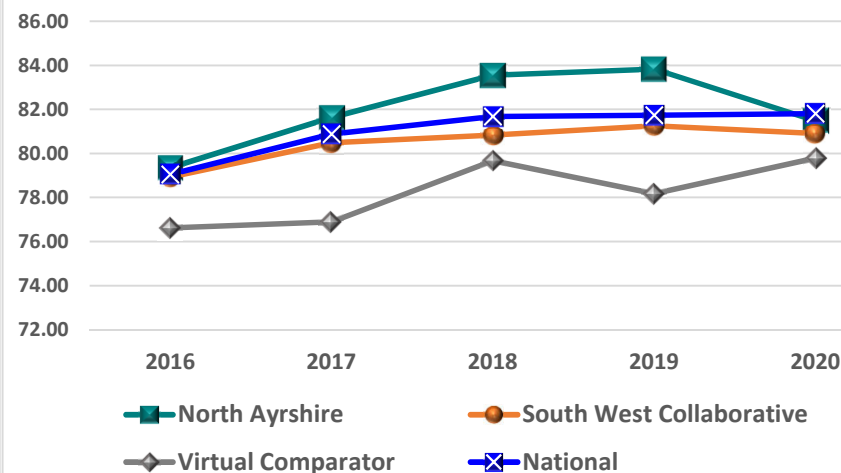For further information please contact Alan MacDougall, Senior Manager, on 01294 324450
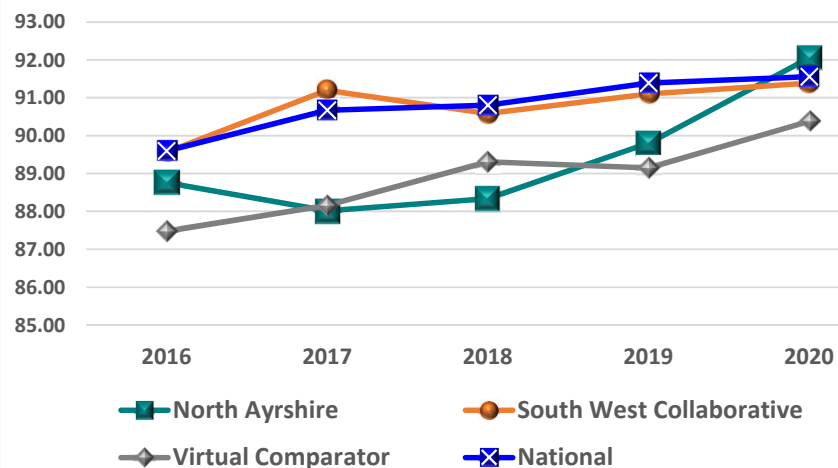**Background Papers**
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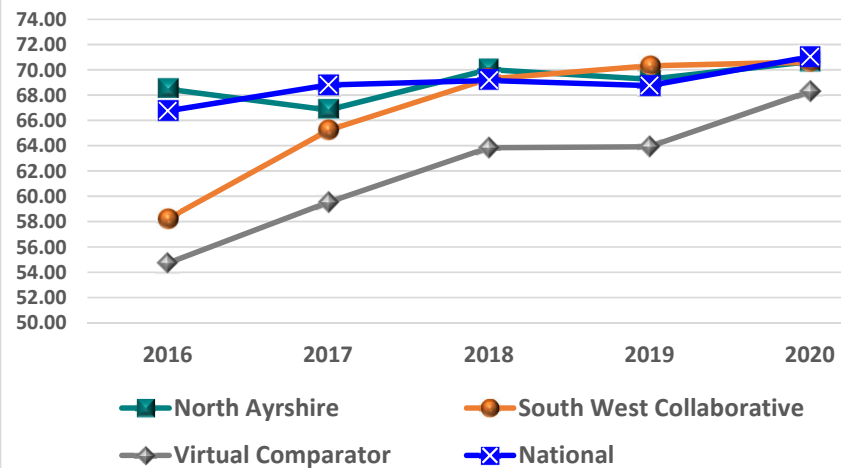**Percentage of school leavers attaining SCQF level 4 or better in Literacy**

North Ayrshire — South West Collaborative — Virtual Comparator — National

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

North Ayrshire — South West Collaborative — Virtual Comparator — National

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

North Ayrshire — South West Collaborative — Virtual Comparator — National

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

North Ayrshire — South West Collaborative — Virtual Comparator — National

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

	2016	2017	2018	2019	2020
North Ayrshire	1779	1786	1785	1665	1797
South West Collaborative	1781	1824	1793	1770	1865
Virtual Comparator	1769	1757	1786	1746	1875
National	1824	1831	1851	1829	1930
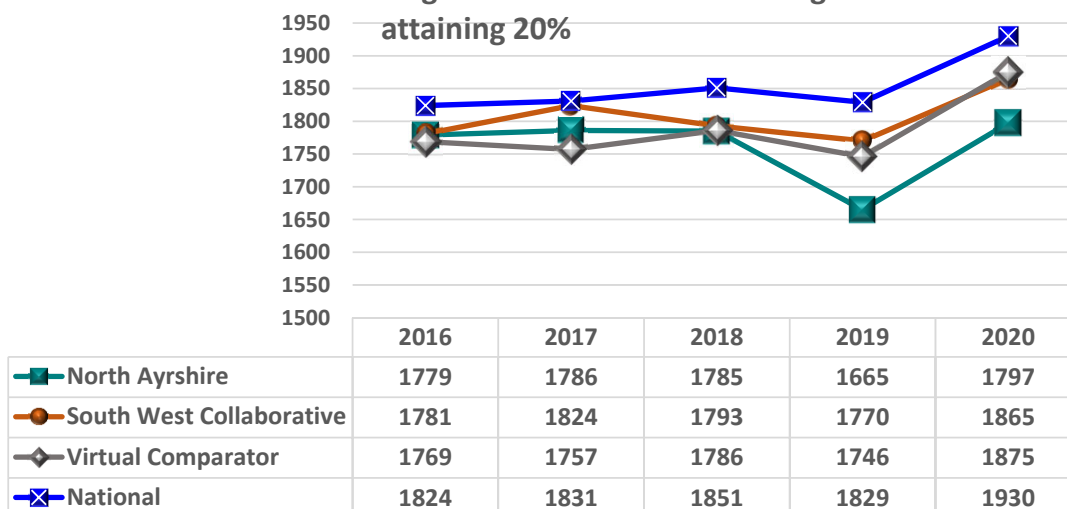
Attainment for All - Average total tariff score of the middle attaining 60%

	2016	2017	2018	2019	2020
North Ayrshire	786	806	815	697	782
South West Collaborative	823	838	817	770	828
Virtual Comparator	789	762	795	734	835
National	838	843	858	821	889

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

	2016	2017	2018	2019	2020
North Ayrshire	182	174	170	145	140
South West Collaborative	176	179	169	151	145
Virtual Comparator	139	133	141	119	129
National	170	172	164	151	151

Average Total Tariff Score by SIMD decile - All School leavers 2020

Appendix 3

SIMD Decile

● North Ayrshire   ● National   — Trend line - North Ayrshire   — Trend line - National

North Ayrshire values: 591, 678, 849, 895, 933 (at decile 5), 1124, 988, 1111, 1214, 1167

National values: 652, 694, 775, 819, 936, 991, 1020, 1105, 1220, 1359

Average Total Tariff Score by SIMD decile - All School leavers 2019

Appendix 3

North Ayrshire values: 557, 628, 758, 863, 779, 942, 952, 1138, 1023

National values: 609, 655, 720, 769, 835, 904, 976, 1062, 1050, 1132, 1262

Legend: ● North Ayrshire ● National — Trend line - North Ayrshire — Trend line - National

X-axis: SIMD Decile (0–10)
Y-axis: 350, 550, 750, 950, 1150, 1350, 1550

Comparative Performance on % of School Leavers Moving into Positive Destinations

Appendix 4

P1

	2017	2018	2019
English Reading			82.4%
English Writing			78.5%
English Listening & Talking			86.7%
Numeracy			83.5%

■ 2017 ■ 2018 ■ 2019

P4

	2017	2018	2019
English Reading			79.4%
English Writing			74.2%
English Listening & Talking			86.9%
Numeracy			77.1%

■ 2017 ■ 2018 ■ 2019

P7

	2017	2018	2019
English Reading			79.8%
English Writing			74.3%
English Listening & Talking			87.8%
Numeracy			78.0%

■ 2017 ■ 2018 ■ 2019

Page 1 of 2

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S3- level 3 or better

	2017	2018	2019
English Reading			93.9%
English Writing			93.7%
English Listening & Talking			94.5%
Numeracy			89.9%

S3- level 4 or better

	2017	2018	2019
English Reading			54.6%
English Writing			52.5%
English Listening & Talking			58.6%
Numeracy			63.7%

Attainment Gap between the 20% most SIMD Deprived and 20% least SIMD deprived areas in North Ayrshire compared to National (Percentage Points)

Appendix 6

Legend:
- P1, P4 and P7 combined North Ayrshire
- P1, P4 and P7 combined National
- S3 (Level 3 or better) North Ayrshire
- S3 (Level 3 or better) National

Categories: English Reading, English Writing, English Listening & Talking, English Literacy, Numeracy
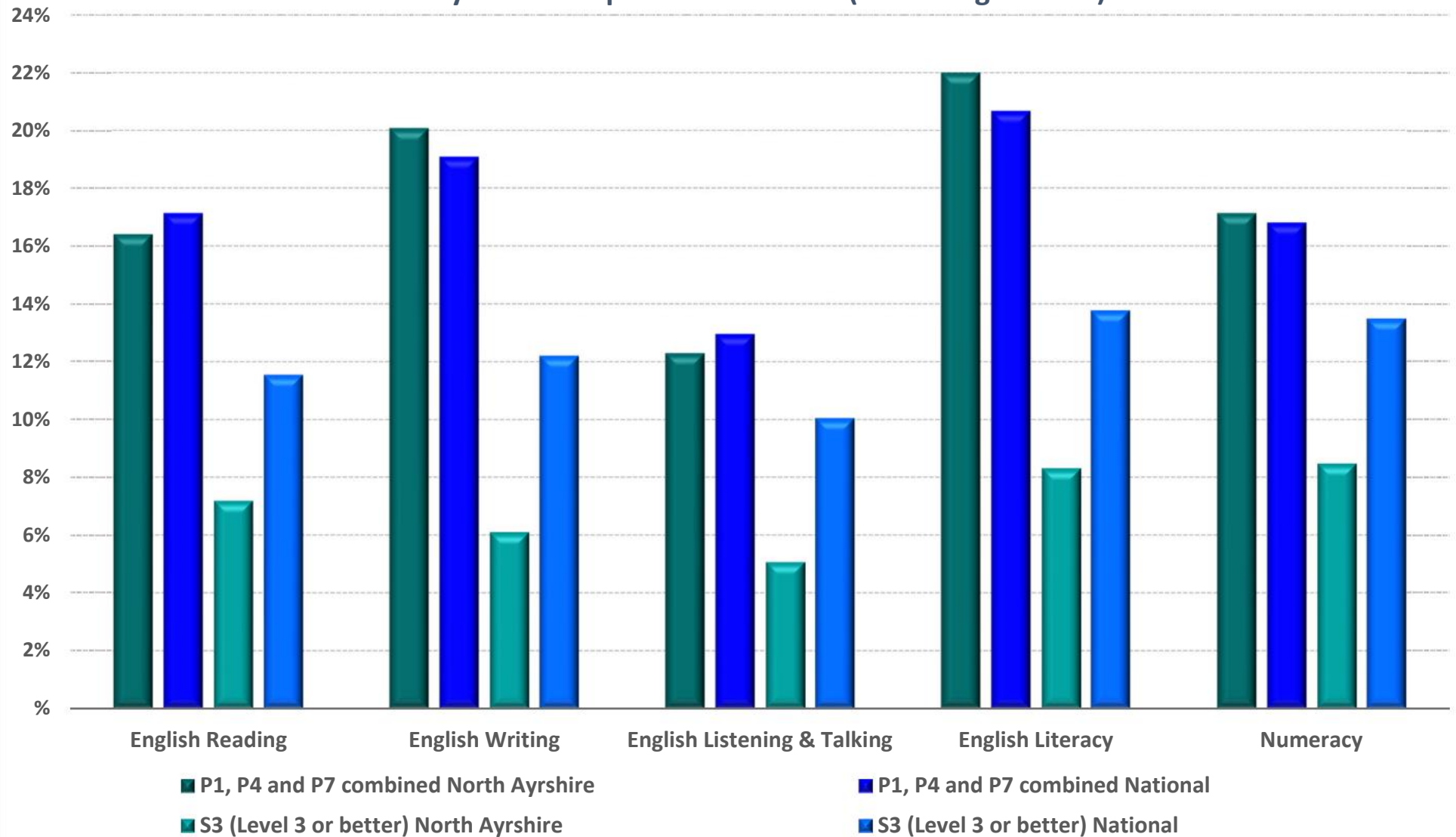
NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Educational Achievement of Care Experienced Learners in North Ayrshire**
Purpose:	To update Cabinet on: 1) Curriculum for Excellence Broad General Education (BGE) attainment levels of care experienced learners in 2019; 2) Senior Phase attainment of care experienced learners for 2019 and 2020; 3) Post-school participation of care experienced learners.
Recommendation:	That Cabinet: (i) Notes the content of the report and the progress being made by care experienced learners, specifically in literacy and numeracy; and (ii) Notes the achievement of school leavers SQA examinations.

1. Executive Summary

1.1 This report summarises the key performance measures of care experienced learners, focusing specifically on the published 2019 and 2020 attainment data and trends over time. Overall, educational outcomes for care experienced learners have improved over the last five years. However, there remains a significant gap between the educational outcomes achieved by care experienced learners and all learners, both in North Ayrshire and nationally. We had a higher number of care experience learners in 2020 than we have had in the last 7 years.

1.2 In the Broad General Education, care experienced learners continue to achieve better in literacy and numeracy than the national care experienced cohort at P4, P7 and S3.

1.3 Care experienced school leavers are achieving better in literacy and numeracy than their counterparts nationally and in the South West Educational Improvement Collaborative (SWEIC) and there has been a positive trend in average total tariff score over the last 10 years. The proportion of care experienced learners entering a positive destination has been above the national figure for the last 5 years.

2. Background

2.1 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[1]. Appendix 1a shows this information by primary and secondary.

2.2 This report focuses on the following key measures:

1. Attainment in Literacy and Numeracy across the Broad General Education for care experienced learners for 2019.

2. Attainment in Literacy and Numeracy and overall attainment in all qualifications at Senior Phase level for care experienced school leavers in 2019 and 2020.

3. Average Total Tariff Score of school leavers and the impact of the stage at which they leave school.

4. Post-school participation of care experienced school leavers for 2019 and 2020.

2.3 **Attainment in Literacy and Numeracy in Broad General Education for care experienced learners** (see Appendix 2).

2.3.1 The charts indicate that the performance of care experienced learners in 2019 is better than national levels at P4, P7 and S3. However, there is still a significant gap between the performance of care experienced learners compared with the performance of the general population at each stage, which is in line with the national picture.

2.3.2 The performance of North Ayrshire care experienced learners at early level in P1 in 2019 is lower than the national cohort of looked after P1 learners in both literacy (Reading and Writing) and numeracy. A slight improvement in Listening and Talking in 2019 shows attainment in North Ayrshire to be above the national measure. Although performance in P1 remains below the national measures, these statistics are a considerable improvement on previous years and show we are reducing the gap with respect to P1 LAC pupils' performance nationally.

2.3.3 In 2019, the gap between the proportion of care experienced learners and all learners achieving the expected Curriculum for Excellence level is smaller at S3 than at other stages.

2.4 **Attainment in Literacy and Numeracy and overall attainment in all qualifications at Senior Phase level for care experienced school leavers.** (see Appendix 3)

2.4.1 It should be noted that the cohort size for care experienced school leavers varies from year to year and is generally between 40-50 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

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[1] Care should be taken when comparing educational performance of Looked After children at national level. While national statistics categorise a looked after cohort according to the Local Authority that is responsible for the child being looked after, our local measures and strategies are concerning all looked after pupils being *educated in North Ayrshire schools*, irrespective of the authority responsible for the child being looked after. Approximately 15-20% of the pupils identified as looked after in North Ayrshire come from another authority (and a similar proportion of pupils looked after by North Ayrshire are studying in other authorities)

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).

2.4.2 Performance in Literacy and Numeracy at SCQF levels 4 and 5 is consistently lower for Looked After[2] school leavers than for the overall school leaver cohort in North Ayrshire. However, North Ayrshire Looked After school leavers perform generally better than their counterparts nationally and in the SWEIC authorities (see Appendix 3). From 2018, there has been a positive trend in National 4 numeracy and National 5 literacy and numeracy for North Ayrshire Looked After learners. A higher number of young people are achieving literacy than numeracy at both levels 4 and 5. This is in line with national and SWEIC authority data.

2.4.3 Over the last nine years, the trend for average tariff scores for North Ayrshire care experienced school leavers has been positive. Since 2012, North Ayrshire performance has been above the national figure every year (see Appendix 3a). However, the gap between the school leavers who are not care experienced and the ones who are is considerable and is mainly stemming from a higher proportion of non care-experienced pupils who are staying on into S5 and S6 to gain more qualifications and – implicitly, more tariff points.

2.4.4 Appendix 3b presents a comparison between North Ayrshire/National care experienced school leavers in terms of levels of qualification achieved. Over the last four years care experienced school leavers in North Ayrshire have performed better than the corresponding national cohort at SCQF levels 4, 5 and 6. National data is not available for session 2019/2020 as a result of the COVID-19 pandemic and the various challenging circumstances this presented. However, North Ayrshire attainment remained broadly in line or improved from the previous session. Most notable is the percentage of our care experienced learners who achieved 1 or more qualifications at level 6, which rose to 27% in 2020, which is well above the average national figure for this measure, which has remained at around 11% since 2016.

2.4.5 As intimated at point 2.4.3 above, the number of care experienced learners in North Ayrshire who are currently choosing to leave school at the end of S4 is much higher compared to the general school population. For example, in North Ayrshire the proportion of school leavers from S4 was 44% in 2020 for Looked After learners, compared to 10% for all school leavers. The highest proportion of school leavers for the general population is those who leave at the end of S6 –63% (compared to only 33% for Looked after). We can compare this with the national statistics from 2019, which show an almost identical pattern (42% of Looked After school leavers leave in S4, compared to only 11% leaving in S4, for the entire school leavers cohort)

2.5 **Post-school participation of care experienced school leavers** (see Appendix 4).

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[2] This measure is referring to Looked After children only, as the data source – INSIGHT – does not include Previously Looked After children. It is also ensuring consistency with National and SWEIC Looked After data, for which Care Experienced overall information is not available.

2.5.1 The overall percentage of North Ayrshire care experienced school leavers entering a positive destination has remained consistently above the national performance for this group over the last five years.

2.6 The Education Service continues to focus on improving positive outcomes for care experienced learners at all stages. It is acknowledged that, whilst educational outcomes for care experienced learners have improved over time, there is still significant scope for further improvement. Attainment and achievement for this group of learners is an area of focus during quality improvement visits in all schools and the annual attainment review in each secondary school. The operational plan for the Education Service makes specific reference to actions impacting positively on care experienced learners.

3. Proposals

3.1 It is proposed that Cabinet:

(i) Notes the content of the report and the progress being made by care experienced learners, specifically in literacy and numeracy; and

(ii) Notes the achievement of school leavers SQA examinations.

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.

Environmental and Sustainability

4.5 None.

Key Priorities

4.6 NAC Council Plan 2019-2024: Aspiring Communities: "Children and young people experience the best start in life". In 2021-22, this work relates to the following high-level action: "We will support our children and young people to become successful learners, confident individuals, effective contributors and responsible citizens."

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.

Audrey Sutton
Executive Director Communities and Education

For further information please contact **Alan MacDougall, Senior Manager, Communities and Education** on **01294 324450**.
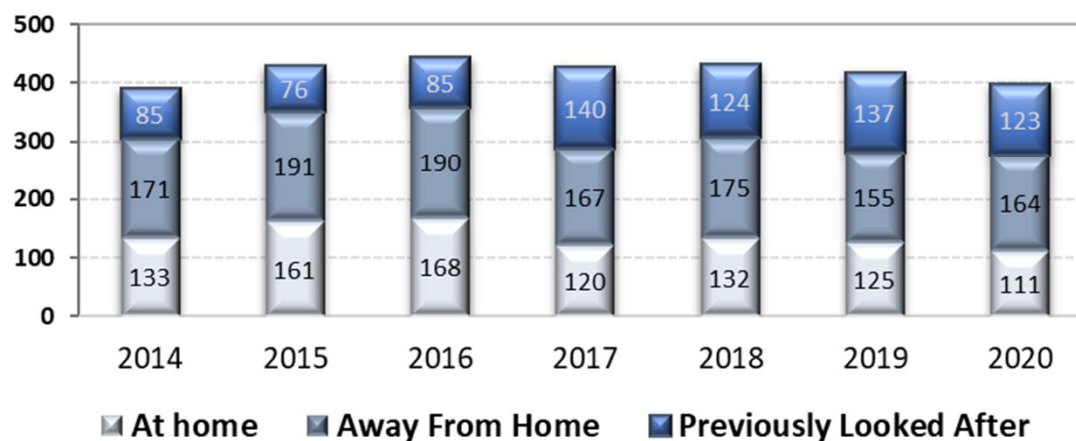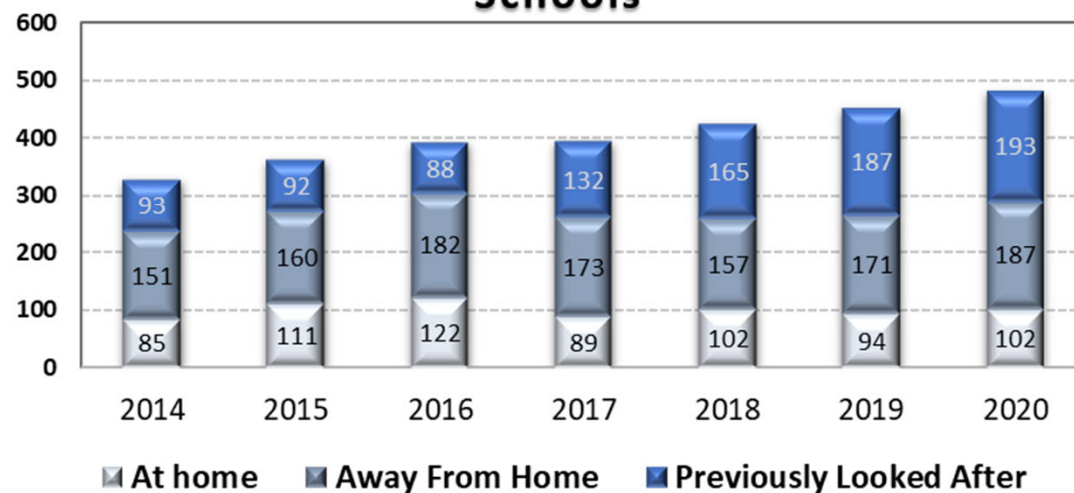
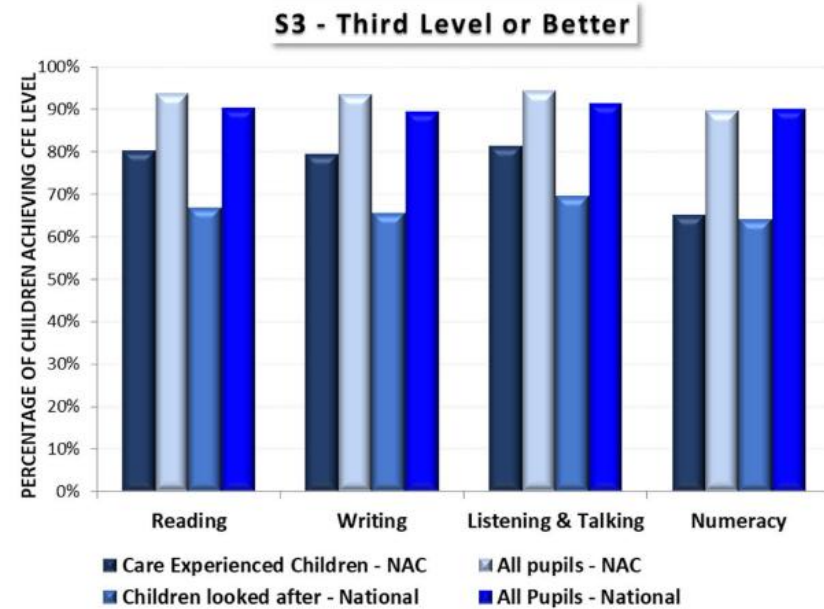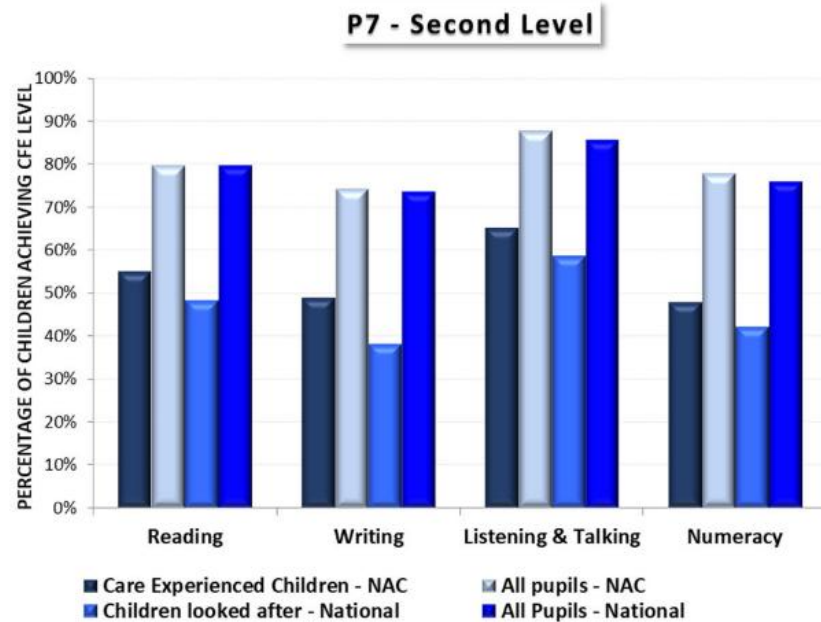**Background Papers**
N/A

Care Experienced Pupils - All Schools

Year	At home	Away From Home	Previously Looked After
2014	218	337	186
2015	273	367	174
2016	291	384	176
2017	211	351	277
2018	239	346	293
2019	224	344	330
2020	217	370	322
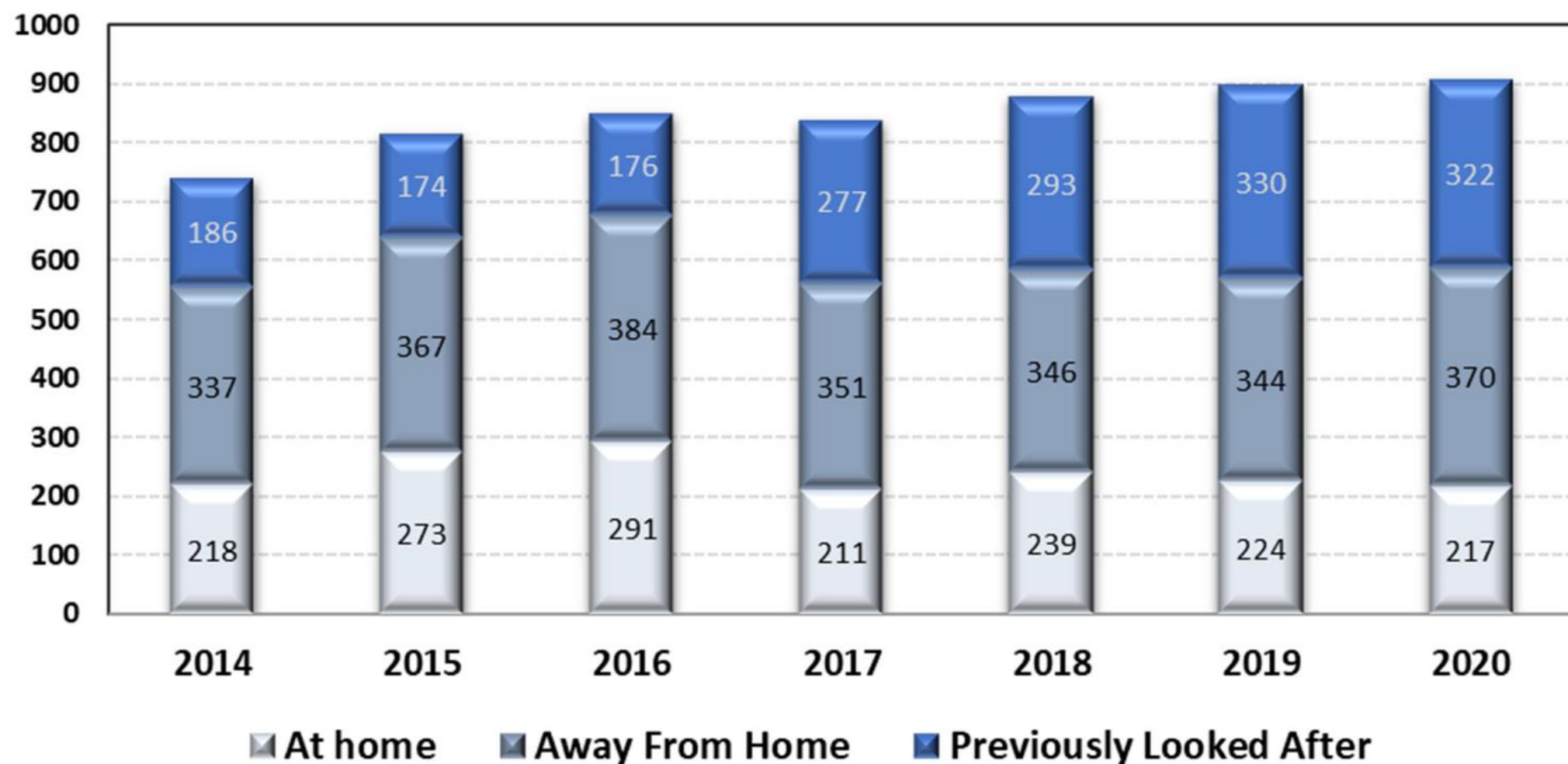
Care Experienced - Pupils - Primary Schools

Year	At home	Away From Home	Previously Looked After
2014	133	171	85
2015	161	191	76
2016	168	190	85
2017	120	167	140
2018	132	175	124
2019	125	155	137
2020	111	164	123

Care Experienced Pupils - Secondary Schools

Year	At home	Away From Home	Previously Looked After
2014	85	151	93
2015	111	160	92
2016	122	182	88
2017	89	173	132
2018	102	157	165
2019	94	171	187
2020	102	187	193

Appendix 2
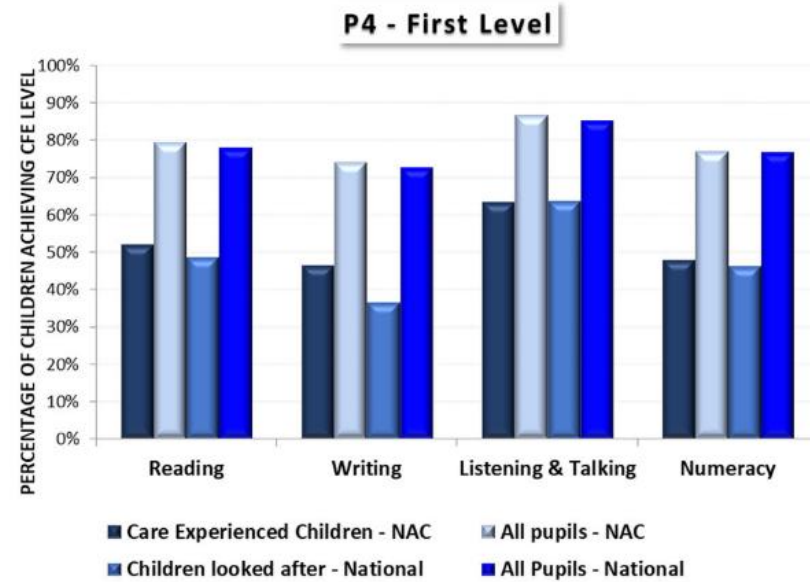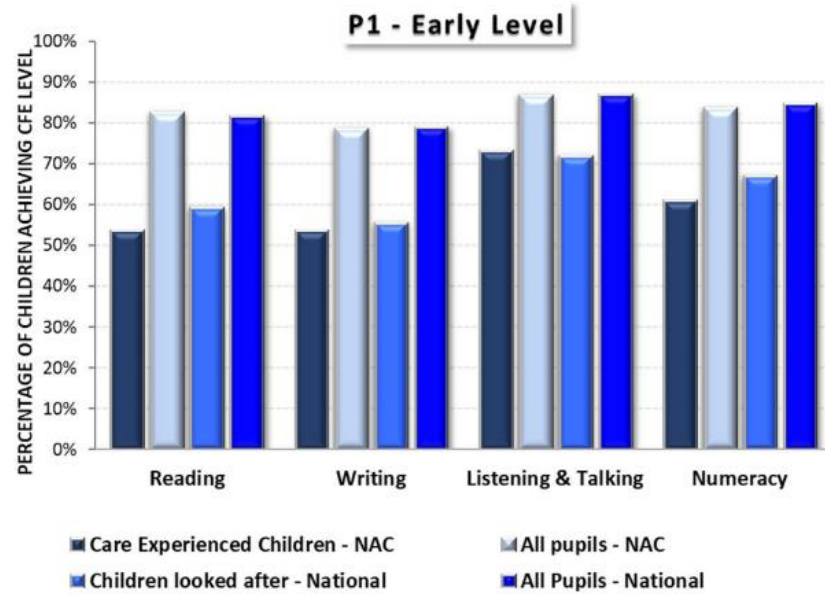
LAC attainment in Literacy and Numeracy - North Ayrshire vs. National and SWEIC - 2018-2020 (percentage attaining out of annual leavers' cohort)

Legend:
- North Ayrshire 2018
- North Ayrshire 2019
- North Ayrshire 2020
- National 2018
- National 2019
- National 2020
- South West Collaborative 2018
- South West Collaborative 2019
- South West Collaborative 2020

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

Legend: North Ayrshire LAC — North Ayrshire Care Experienced — NAC all Leavers - not Care Experienced — National - LAC Leavers

Appendix 3b

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

Legend: ■ NAC Care experienced ■ NAC Looked After ▥ NAC All Other Leavers (not LAC) ■ Looked after leavers - National

	2015/16	2016/17	2017/18	2018/19	2019/20
NAC Care experienced	84.1%	81.4%	88.1%	85.9%	84.7%
NAC Looked After	80.9%	86.8%	80.9%	77.4%	76.9%
NAC All Other Leavers (not LAC)	97.6%	97.8%	98.0%	97.3%	96.5%
Looked after leavers - National	70.2%	71.8%	70.9%	69.8%	n/a
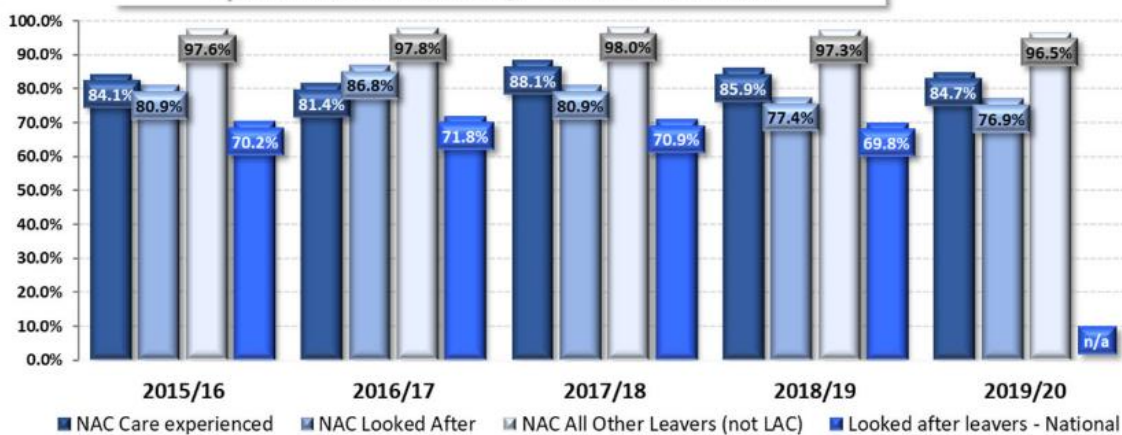
Percentage of School Leavers achieveing 1 or more qualification at SCQF level 5 or better

	2015/16	2016/17	2017/18	2018/19	2019/20
NAC Care experienced	50.8%	54.3%	51.2%	48.7%	50.6%
NAC Looked After	55.3%	47.2%	40.4%	37.7%	53.8%
NAC All Other Leavers (not LAC)	86.2%	87.9%	89.4%	88.9%	87.4%
Looked after leavers - National	33.8%	36.5%	36.1%	34.6%	n/a
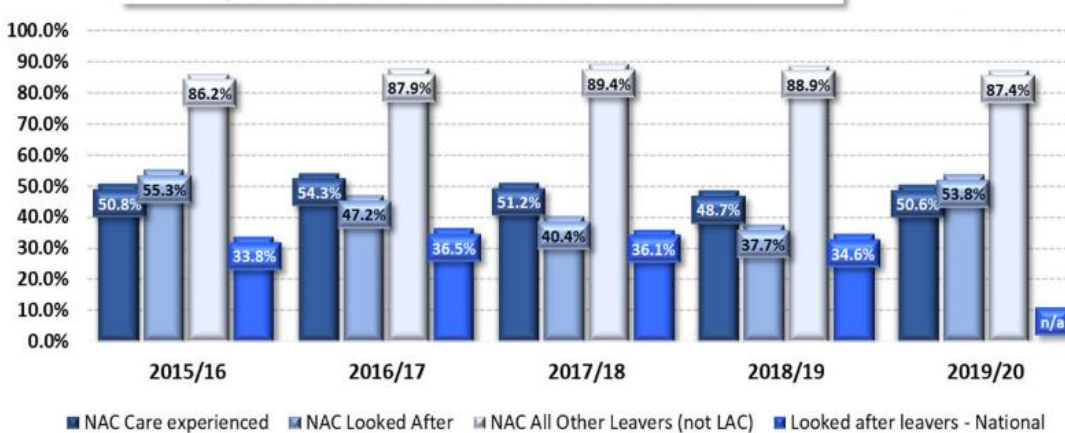
Percentage of School Leavers achieveing 1 or more qualification at SCQF level 6 or better

	2015/16	2016/17	2017/18	2018/19	2019/20
NAC Care experienced	25.4%	15.7%	20.2%	20.5%	27.1%
NAC Looked After	17.0%	17.0%	10.6%	17.0%	30.8%
NAC All Other Leavers (not LAC)	65.5%	63.9%	67.4%	66.9%	68.4%
Looked after leavers - National	10.9%	11.4%	11.9%	10.6%	n/a

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

Appendix 4

Legend:
- North Ayrshire - LAC
- National - LAC
- South West Collaborative - LAC
- Care Experienced - NAC
- Leavers not Care Experienced - NAC

	2015/16	2016/17	2017/18	2018/19	2019/20
Leavers not Care Experienced - NAC	95.4	93.7	96.2	94.4	92.9
Care Experienced - NAC	84.3	88.1	84.6	88.2	85.2
North Ayrshire - LAC	83.0	86.8	80.9	83.0	84.6
National - LAC	73.6	76.4	80.4	82.4	81.4
South West Collaborative - LAC	73.1	77.9	80.0	76.5	86.7

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Education Service Standards and Quality Report 2019-20 and Future Performance Reporting Update**
Purpose:	To seek approval for the Education Service's Standards and Quality report for the academic year 2019-20 and to seek approval from Cabinet on the future approach to performance reporting.
Recommendation:	That Cabinet: (a) Approves the Education Service's Standards and Quality report for the 2019-20 academic year provided at Appendix 1; and (b) Approves the proposed revised approach to aligning Education Service's annual service planning to the National Improvement Framework priorities.

1. Executive Summary

1.1 This report provides information on the performance of the Education Service in the 2019-20 academic year which aligns with the statutory duty for each education authority to annually report on performance as outlined in the Standards in Scotland's Schools etc. Act 2000 and Education (Scotland) Act 2016.

1.2 In addition, this paper informs Cabinet of the Education Service's decision to align future service planning and performance reporting to the National Improvement Framework (NIF) priorities from 2022-23 academic year onwards. This will streamline performance management and reporting as well as fulfilling corporate reporting requirements, via the Council Plan Performance Management Framework, as well as Scottish Government statutory duties for education authorities.

2. Background

Education Authority Statutory Duties

2.1 The Standards in Scotland's Schools etc. Act 2000 outlines a statutory duty for education authorities to annually publish a Standards and Quality report. In addition, there is a statutory duty outlined in the Education (Scotland) Act 2016, for education

authorities to produce an annual plan and report on progress towards achieving NIF priorities.

The current NIF priorities are:

(i)   Improvement in attainment, particularly in literacy and numeracy
(ii)   Closing the attainment gap between the most and least disadvantaged children and young people
(iii)   Improvement in children and young people's health and wellbeing
(iv)   Improvement in employability skills and sustained, positive school-leaver destinations for all young people.

Education Service Planning Arrangements
2.2   The Education Service Plan 2021-22 (provided in summary at Appendix 1) is focused on ensuring that our children and young people experience the best start in life in aspiring communities. The plan incorporates the NIF priorities, noted in section 2.1 above, under the four priorities below:

CURRENT NAC EDUCATION PRIORITIES	ALIGNMENT WITH NIF PRIORITIES
Priority 1: We will create the conditions for our children and young people to access the highest quality learning experiences from ages 3-18	
Priority 2: We will support our children and young people to become successful learners, confident individuals, effective contributors and responsible citizens	**NIF Priority 1**: Improvement in attainment, particularly in literacy and numeracy **NIF Priority 2**: Closing the attainment gap between the most and least disadvantaged children and young people **NIF Priority 4**: Improvement in employability skills and sustained, positive school-leaver destinations for all young people
Priority 3: We will offer opportunities to our young people and their families to play a more active role in school life and encourage more participation in learning	
Priority 4: We will work with all young people to build their resilience, supporting their mental health and physical wellbeing	**NIF Priority 3**: Improvement in children and young people's health and wellbeing

Education Service Performance Reporting Arrangements

2.3   The current Education Service Plan is subject to six-monthly performance reporting to Elected Members and North Ayrshire Council's Executive Leadership Team through the Council's Performance Management framework.

2.4   The Education Service's contribution to the Council Plan quarter four/ end of financial year report is adapted to fulfil the Education Service's statutory duties to publish a NIF progress report and a Standards and Quality report at the end of each academic year.

2.5   At present, one report is produced that fulfils NIF and Standards and Quality reporting duties. However, due to the Education Service's aspirations to improve public communication, these reports will be separated in future years. This action recognises that the reports are intended for differing audiences and serve different purposes. The table below provides further detail on the rationale for this revised approach:

REPORT	AUDIENCE	PURPOSE	ANNUAL COMPLETION DATE
NIF annual report	Scottish Government / Education Scotland	To provide a comprehensive overview of the progress the local authority has made towards delivering NIF priorities	End of October
Standards & Quality Report	Parents / Carers / Local Communities / General Public	To share the highlights of the Education Service's work to improve outcomes for children, young people and families.	End of December

2.6   In order to progress with further enhancing communication, the Education Service has developed a separate Standards and Quality report for the academic year 2019-20. This has been tailored to fulfil the interests of a public audience as outlined in section 2.5 above and has been included at Appendix 1.

2.7   At present, actions within the Education Service Plan are aligned to the priorities noted in section 2.2 as opposed to the NIF priorities noted in section 2.1. It is considered that reporting on two sets of similar priorities could be confusing for our communities. Therefore, from academic year 2022–23, the Service intends to use the NIF priorities in section 2.1 as the main priorities in the Education Service Plan. A fifth priority will be added, which will focus on creating the right conditions to maximise the achievement of the four main priorities and realise the ambition of ensuring our children and young people experience the best start in life.

2.8   The proposed changes will not alter the focus of the Service in delivering improved outcomes for children and young people. This is principally about realigning and reorganising the key actions within the plan under revised headings.

3.   **Proposals**

3.1   It is proposed Cabinet:

(a)   Approves the Education Service's Standards and Quality report for the 2019-20 academic year provided at Appendix 1; and

(b)   Approves the proposed revised approach to aligning Education Service's annual service planning to the National Improvement Framework priorities.

4.   Implications/Socio-economic Duty

Financial

4.1   None

Human Resources

4.2   None

Legal

4.3   The priorities and reporting within Education support the achievement of the UNCRC requirements.

Equality/Socio-economic

4.4   This new approach will provide improved communications and information for local communities regarding the performance of the Education service.

Environmental and Sustainability

4.5   None

Key Priorities

4.6   Children and young people experience the best start in life; and
Active and strong communities.

Community Wealth Building

4.7   The priorities and reporting within Education prepare children, young people and families for participation in economic activity and contribution to community participation.

5.   Consultation

5.1   The Education Service Leadership Team has consulted with a range of key partners in the development of this report, notably young people and a range of partners involved in the design and delivery of educational provision.

Dr Audrey Sutton
Executive Director – Communities and Education

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

Background Papers
2

NORTH AYRSHIRE COUNCIL

Communities and Education Directorate

Education Service
Standards and Quality Report

May 2021

1

CONTENTS

1.   FOREWORD: Cllr John Bell

| Photo |

I am proud of the success and achievement brought to you in this report. We have set out the progress we have made towards delivering our joint aims of achieving excellence and equity for our learners in the 2019-20 academic year. Our approach has taken account of the feedback from consultation with our stakeholders across the Council and our school communities to ensure the delivery of the locally agreed priorities of the Council Plan as well as the National Improvement Framework priorities. In the delivery of the plan we have worked closely with our partners across the Council and communities of North Ayrshire.

The last academic year has been one of the most challenging in recent Scottish Education history due to the impact of Covid-19. Almost all aspects of education provision have been impacted by the pandemic with many children, young people, staff and communities detrimentally affected. The Scottish Government took the decision to close schools on the 20th of March 2020 and I am proud of how our Education Service has worked closely with partners to build the creativity of all within our school communities to ensure continuity of education provision.

Dr Audrey Sutton – Executive Director of Communities and Education

| Photo |

The Communities and Education Directorate's vision is that our communities aspire to achieve their potential and the Education Service is focussed on the Council Plan Priority that North Ayrshire's children and young people have the best start in life.

Our Children's Services Strategic Planning suite of documents provides the context for our work, planning for and reporting through our Children's Services Strategic Plan and our Child Poverty Report and Action Plan. These plans can be found here North Ayrshire Children's Services Strategic Partnership (CSSP) – North Ayrshire Community Planning Partnership

The Education Standards and Quality Report shows the extraordinary contribution that the Education Service has made to this work over the past year and sets out our priorities as we move forward into the future.

2.   ABOUT NORTH AYRSHIRE

The Education Service in North Ayrshire is responsible for the education of more than 18,000 pupils across the authority's primary, secondary, and additional support needs schools. A further 2,250 children attend early learning and childcare settings in North Ayrshire.

The Education Service is part of North Ayrshire Council's Communities and Education Directorate, led by Dr Audrey Sutton (Executive Director), which works towards developing a society where everyone, has the same life chances to grow,

prosper and have fulfilling and healthy lives. The Education Service has a central role in supporting delivery of the Council Plan priority to ensure North Ayrshire's children and young people have the best start in life. Strategic leadership of the Education Service is led by Andrew McClelland (Head of Service) and Caroline Amos (Head of Service).

Education in North Ayrshire is delivered through:

- 48 primary schools
- 8 secondary schools
- 1 through school (from Early Years to Secondary)
- 4 schools for children and young people with additional support needs.
- 6 council-managed early learning and childcare centres and 36 early years classes.
- 16 centres where early learning and childcare is provided in partnership

The Council employs (based on annual census figures – 2019)

- 1376 Teachers (and an additional 64 Teachers employed through the Attainment Scotland Fund)
- 498 Local Government Staff in Schools
- 385 Early Years Staff in Schools and Centres

On 30 June 2019, the population in North Ayrshire was 134,740.

Chart 1: North Ayrshire vs. Scotland Population
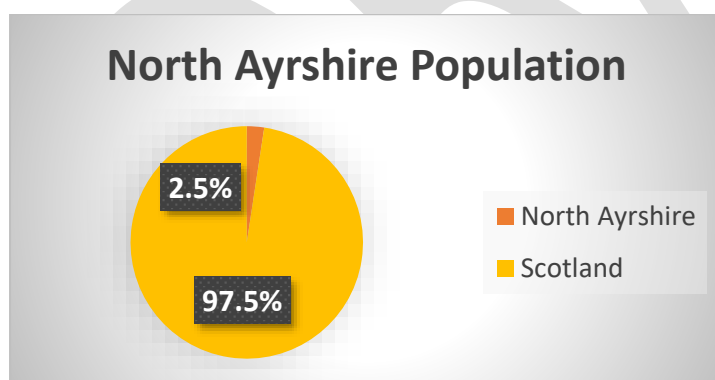
The population estimate for those aged between 0 - 15 in 2019 for North Ayrshire was 22,468 and the estimate for those aged between 16 - 24 in 2019 for North Ayrshire was 13,456.

4

Socio-demographic information and poverty and inequality in North Ayrshire

High levels of inequality exist in North Ayrshire, particularly poverty and the associated effects this has. North Ayrshire is one of the most deprived areas in Scotland. Deprivation levels are significantly higher than the Scottish average. The latest 2020 Scottish Index of Multiple Deprivation (SIMD) highlighted continuing levels of deprivation in North Ayrshire. 52 of our 186 datazones now fall within the 15% most deprived in Scotland. 39,139 people live within these deprived areas representing 28.8% of North Ayrshire's population, significantly above the Scottish average.

In addition, unemployment levels in North Ayrshire are high, there are significant numbers of people on low income and almost a third of children live in poverty.

To contextualise this, the percentage of children living in relative poverty is as follows:

Glasgow (rank #1) = 28%
NAC (rank #2) = 23.4%
EAC (rank #3) = 22.9%
Percentage of children living in absolute poverty:

Glasgow (rank #1) = 22.9%
NAC (rank #2) = 19.0%
EAC (rank #3) = 18.8%

Inequalities in outcomes can be seen across all sectors including education, employment, income and health and wellbeing. They are the result of an imbalance in power, money and resources across society, further compounded by the recent economic conditions of recession, austerity and welfare reform.

New data on child poverty was released in October 2020. This new estimate is based on Department of Work and Pensions (DWP) and Her Majesty's Revenues and Customs (HMRC) data but is based on family income levels, after housing costs. The data only covers the age group of 0 to 16-year olds.

The new data shows that an estimated figure of over **6,500 children (28.3%) age 0-16 could be living in poverty in North Ayrshire.**

% P4-P7 pupils registered for free school meals
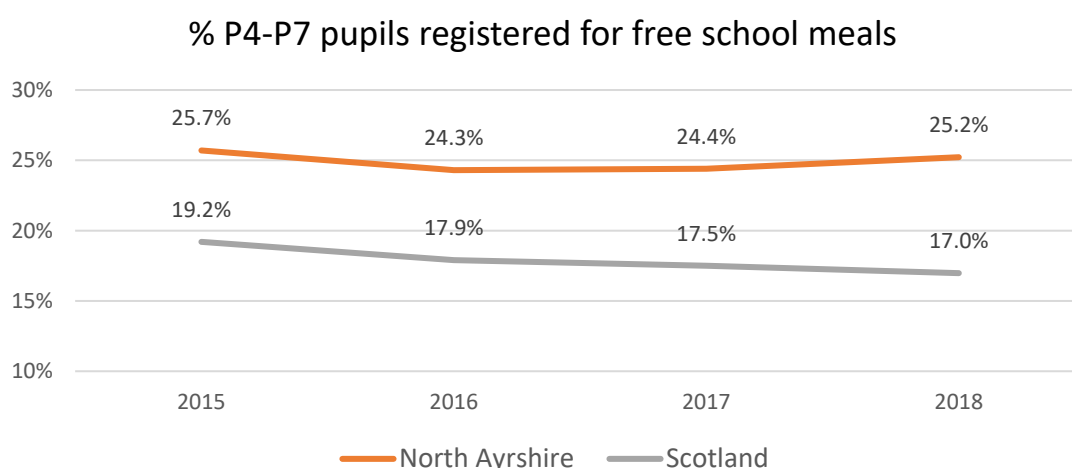
As a Scottish Attainment Challenge local authority, our focus continues to be on closing the poverty related attainment gap. The most recent national evaluation of this work can be accessed at attainment-scotland-fund-evaluation-fourth-interim-report-year-5.pdf We have a continued focus on the development of collaboration, the increasing use of and capacity within the system in relation to data and evidence, and the governance and support arrangements in place nationally and locally. The most recent summary of North Ayrshire's progress by Education Scotland notes:

"There are improving trends in the attainment of children and young people most affected by socio-economic disadvantage. In particular, young people living in areas of socioeconomic disadvantage are achieving well in literacy and numeracy. The poverty related attainment gap has closed significantly for S3 learners."

The cost of the school day (COSD) continues to be a major priority for us. In 2020 we established a working group comprising of Elected Members, young people, parents, head teachers and staff of educational establishments, senior officers from the Council and HSCP, CPP partners and officers.

North Ayrshire has previously participated in work with Public Health and Young Scot to develop local approaches to Cost of the School Day, providing a sound basis for the current work, with excellent practice in schools being contributed to the working group deliberations.

The aim of the Cost of the School Day (COSD) Working Group was to further drive forward a whole systems approach to reducing the cost associated with education. We already have strong approaches to this across North Ayrshire and we continue to look for new whole-system commitments from the Council and its CPP and community and business partners.

3. IMPACT OF COVID-19

Remote Learning
Although this report covers session 2019-20, the impact of the pandemic is such that we want to highlight recent activity in relation to this.

Our schools moved to remote learning in January, with a mix of online and paper-based resources provided. Phased reopening of our schools commenced on 22nd February. Schools moved to remote learning from 20 March 2020 until the end of the academic year in June 2020. During this time, digital devices and internet access were procured and issued to those pupils who needed them most.

To ensure our pupils could access online learning we provided:

1217 Wi-Fi iPads
189 cellular iPads
306 Wi-Fi units
900 Chrome books
582 anywhere SIMs

Family Learning
In response to the COVID-19 pandemic, the Family Learning Team (FLT) consulted Head Teachers to identify vulnerable families who received a 'learning at home' resource pack with an accompanying resource booklet.

A Family Learning Team website has been established to provide an online resource for parents/older pupils to access learning activities that are easy to replicate at home. This includes pictorial and video guides as well as links to appropriate organisations and resources.

Approximately 90 families received regular contact from the team to support learning at home, access to digital platforms and support to apply for food bank vouchers, free school meals and school uniform.

Mental health & wellbeing
In response to the COVID-19 pandemic, the secondary school counselling services continued throughout lockdown via telephone counselling.

There has been a specific focus on developing positive mental health resources to support children and young people, staff and families during this period of lockdown and school closures. This is accessed through a specially developed blog and there is now a focus on how the overall strategy can continue to support recovery when lockdown ends.

Nurture
We continue to work towards our vision of being a nurturing authority through our "Nurturing North Ayrshire's Recovery" approach by building emotional resilience in children and developing stronger relationships. Following lockdown, it was found that children who had experienced nurture approaches coped well with the return to school.

Early Years

Early Years and Primary registration for those starting school in August 2020 moved to an online application process. The full implementation of 1140 hours of early learning and childcare was delayed until August 2021 on the advice of Scottish Government, although progress continued to be made in North Ayrshire as we developed the roll out of centres where preparations were underway.

School Childcare Hubs

Emergency childcare provision for children of key workers was put in place on the 25th March 2020 at 6 locality hub school buildings to support key worker families during the lockdown period. This included childcare for identified early years children in all hubs. To meet the needs of small groups of identified vulnerable pupils, four additional hubs were set up across the authority. As of the 19th of May 2020, over 2,500 children and young people had accessed this provision.

Food Provision

In addition to Community Hubs our Food Hubs led by our Facilities Management team provided 60,000 shopping vouchers for children eligible for school meals since July 2020, worth £1.7 million. Prior to this our Food Hubs had delivered the equivalent of 1.26 million meals.

School Leavers

The challenge school leavers faced in June 2020 was assessed and we continue to work with internal and external partners to ensure that appropriate support and provisions are in place. School staff are working with careers officers, maintaining contact with leavers and monitoring impact & changes in plans.

Completion of some employability and skills courses was impacted by Covid-19 and the nature of some of the vocational courses is that digital completion was not possible. We continued to work with schools and partners to mitigate any negative impact and in almost all cases, pupils have been awarded their qualification.

COVID Recovery Investments

Investments in COVID recovery and renewal in Education include enhancements to staffing entitlements in schools through recruitment to fixed term posts as well as additional support for DYW, including positive destinations and participation, early years staffing, classroom assistant support, resources and health and safety.

4. ABOUT THE EDUCATION SERVICE

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

The Education Service is focussed on the Council Plan Priority that North Ayrshire's children and young people have the best start in life.

Our Children's Services Strategic Planning suite of documents provides the context for our work, planning for and reporting through our Children's Services Strategic

Plan, our Child Poverty Report and Action Plan. These plans can be found here
[North Ayrshire Children's Services Strategic Partnership (CSSP) – North Ayrshire Community Planning Partnership](#)

The national and local context is as follows:

Alignment to Local and National Plans

This plan is aligned to local and national plans as follows:

National Improvement Framework for Education 2020
⇩
North Ayrshire Council Plan 2019-24
⇩
North Ayrshire Children's Services Plan 2020-23
⇩
North Ayrshire Education Service Improvement Plan 2020-22

North Ayrshire Attainment Challenge Annual Plan

North Ayrshire Early Learning & Childcare Expansion Plan

Within this, the Education Service has 4 identified priorities:

- We will expand our early learning and childcare provision to make sure all eligible children are able to access 1140 hours of free care each year.

- We will support our children and young people to become successful learners, confident individuals, effective contributors, and responsible citizens.

- We will offer opportunities to our young people and their families to play a more active role in school life and encourage more participation in learning opportunities.

- We will work with our young people to build their resilience, supporting their mental and physical well-being.

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COMMUNITIES & EDUCATION DIRECTORATE
COUNCIL PLAN 2019-24
Education Service Delivery Plan 2021-22

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

What we'll do to ensure our children and young people experience the best start in life

We will create the conditions for our children and young people to access the highest quality learning experiences from ages 3-18.	We will support our children and young people to become successful learners, confident individuals, effective contributors and responsible citizens.	We will offer opportunities to our young people and their families to play a more active role in school life and encourage more participation in learning.	We will work with all young people to build their resilience, supporting their mental health and physical well-being.
1. We will create high quality indoor and outdoor learning experiences and environments that are fit for the purpose of delivering an innovative education service, including an expansion of Early Learning and Childcare to 1140 hours across the NAC early years estate. 2. We will ensure our learning estate provides a safe environment in the context of COVID-19. 3. We will develop continuous professional learning pathways that build the capacity of our staff and create future leaders of service delivery and learning that ensure high quality experiences and the best possible outcomes for our children and their families.	1. In response to COVID-19, we will redesign and implement programmes to achieve excellence and equity for our learners, with a clear focus on reducing the poverty-related attainment gap. 2. In the context of COVID-19, we will maintain a focus on high quality learning, teaching and assessment in our schools, including in-school and remote learning contexts. 3. We will ensure our children and young people are equipped with the right skills for learning, life and work and that high numbers of our school leavers are entering positive and sustained post-school destinations.	1. We will further refine our draft Parental Engagement Policy. 2. We will build on our well-established programme to support families with their child's learning, considering the additional demands resulting from COVID-19. 3. We will ensure our children, young people, staff and communities are empowered to shape the education service in our schools. 4. We will develop and implement a clear communications strategy to ensure all stakeholders are kept informed of developments, strategy and policy.	1. We will develop a range of wellbeing supports and advice for staff to ensure they are able to meet the needs of our children and young people. 2. We will develop a comprehensive approach to supporting mental health and wellbeing in partnership with other agencies, cognisant of the impact of COVID-19. 3. We will continue to develop our nurturing approaches and review provision in light of the potential impact of COVID-19. 4. We will focus on promoting positive relationships.

The National Improvement Framework priorities are embedded in the Service's activity. These are:

1. Improvement in attainment, particularly in literacy and numeracy

2. Closing the attainment gap between the most and least disadvantaged children & young people

3. Improvement in children & young people's health & wellbeing

4. Improvement in employability skills and sustained, positive school-leaver destinations for all young people.

Progress against these priorities is reported at Section 7 below.

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5.   OUR LEARNING ESTATE

North Ayrshire Council has an excellent track record of producing a high standard of quality educational establishments.

A key priority of the North Ayrshire Council Plan is ensuring children and young people have the best start in life and that we have active and strong communities. The Council's "New Green Deal" policy ensures that sustainability underpins the goal of developing low-carbon and energy efficient educational establishments. Our Community Wealth Building strategy is increasingly informing our work to strengthen local approaches to procurement and democratic use and ownership of assets. This continues our place-based approach and informs how we provide a safe, welcoming, nurturing, and inspiring environment which promotes achievement and wellbeing and enhances life chances for young people.

We want the children and young people of North Ayrshire to understand, feel part of and contribute to their community, engaging and supporting them to be the best they can be. We also recognise that the current COVID-19 pandemic has initiated change across the education sector, and this requires our schools to be more flexible, functional and futureproof, in ways which previously were not envisaged.

Early Learning and Childcare

Scottish Government funding of £11.44m was secured to invest in the expansion of early learning and childcare, to meet the requirements of providing 1140 hours of early years education for each eligible child. North Ayrshire Council's ELC capital programme comprises of 42 projects, including 27 refurbishments, 14 extensions, and 1 new provision.

In the period April 2019 - April 2020, the following capital projects were completed across our Early Learning Estate:

- Blacklands Primary School Early Years Class,

- Caledonia Primary School Early Years

- Castlepark Early Years Centre,

- Corsehill Primary School Early Years,

- Hayocks Primary School Early Years,

- Kilwinning Early Years Centre,

- Lawthorn Primary School Early Years

- St Mark's Primary School Early Years

- Woodlands Primary School Early Years

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Corsehill Early Years Class	Woodlands Early Years Class	St Marks Early Years Class

Secondary School Improvements

In the period April 2019- April 2020, a major capital project to transform the PE Department and provide additional Drama facilities was completed at Auchenharvie Academy.

Auchenharvie Academy- PE Dept.

New Capital Projects

The Communities Directorate has coordinated a range of statutory and non-statutory public engagement exercises as part of the process to secure funding to build a new Ardrossan Community Campus and a new primary school in the Montgomerie Park area of Irvine. The new Ardrossan Community Campus will be an all-through campus, which will provide a state-of-the-art learning environment for up to 1450 children aged between 2-18 in the Ardrossan area, alongside a range of facilities which are accessible to the public including a library and a swimming pool. This was approved by North Ayrshire Council in April 2020 and is a key component of an exciting Ayrshire Growth Deal project to regenerate the North Shore area of the town.

6. HOW WE ENGAGE WITH PARTNERS

Our work is based on maximising the impact of partners across the system. A selection of notable multi-agency approaches is highlighted below:

- Our Children's Services Planning strategic approach to multi-agency locality working is evidenced by the Wellness Model, initially piloted in Kilwinning, is now developing in Largs. Working in partnership with HSCP, Education, local GP practices and third sector organisations, the Wellness Model partnership continues to enhance wellbeing provision for children and their families.

- An NHS Improvement Officer has provided training on *Mental Health Improvement: A Practical Approach* which has now been delivered across the authority by the Family Learning Team as well as being part of the Mental Health and Wellbeing resource tool for parents.

- 44 parents and 12 young people took up the opportunity to enrol in community accredited learning courses, in partnership with Ayrshire College. Five parents were supported to access a photography course and all other students achieved Exploring Mental Health and Wellbeing level 3 and 4 qualifications.

- A Principal Teacher of Primary Science continues to enhance knowledge across education staff, enhancing STEM opportunities for learners. This has increased the number of Young STEM Leaders in schools, particularly in secondary schools. Partnership with the Family Learning Team (FLT) has enhanced opportunities for families to take part in Family STEM programmes: 299 families participated in 2019/20. The FLT now plans to be a Centre for Young STEM Leaders in the 20/21 session, to enhance knowledge and understanding of STEM career opportunities and access to STEM Ambassadors.

- The North Ayrshire Council Ranger service continues to enhance outdoor learning opportunities for learners through professional opportunities for education staff. Many establishments provide opportunities for learners to achieve their John Muir Award.

- Third sector organisations, including Save the Children, Aberlour, Barnados and Children 1st work in partnership with Education to provide wellbeing support to children and their families. Continued support and training from Save the Children provided 60 Primary 1 families with knowledge and understanding on how to support early learning in literacy, numeracy and health and wellbeing.

- The Scottish Book Trust supported the Council with the Bookbug and Primary 2 and 3 gifting programme. Teacher and practitioner training sessions provided opportunities for 586 parents and carers to be involved in the gifting programme, promoting how to nurture learning at home.

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7. HOW ARE WE DOING?

Priority 1: We will expand our early learning and childcare provision to make sure all eligible children are able to access 1140 hours of free care each year

- As of March 2020, fifteen Early Learning and Childcare (ELC) establishments were delivering 1140 hours of free ELC, with over 1200 children benefiting from this new provision. This provision, which includes a healthy lunch or evening meal, has been received positively by parents and carers, many of whom have been enabled to take up training, further education or work.

- Following the publication of the Care Inspectorate 'Space to Grow' guidance document, the Council developed its own Standard Design Brief for early years to continue to create high quality learning environments encompassing indoor and outdoor learning and nurturing spaces.

- Sixteen funded provider nurseries and 79 childminders were successfully awarded contracts to work in partnership with North Ayrshire to support delivery of 1140. Strong partnership working with funded providers has also led to the development of a new professional learning programme which is centred on the 4 ELC quality principles.

- The ELC expansion programme has provided a range of local employment opportunities and this year 14 Modern Apprentices have completed their training and secured employment from August 2019.

Priority 2: We will support our children and young people to become successful learners, confident individuals, effective contributors and responsible citizens.

- North Ayrshire's Literacy Strategy was completed following consultation with young people, staff and senior leaders. Work to support establishments in the full implementation of this strategy continues.

- 12 programmes and 31 twilight sessions have been delivered by North Ayrshire's sector-leading Professional Learning Academy (PLA) as of March 2020. PLA programmes, in the first half of the academic year, have positively impacted on 325 practitioners with over 900 pupils benefiting across North Ayrshire schools. Significant improvement has also been reported in individual programmes, most notably the Reading Recovery & Strathclyde Higher Order Reading Skills programmes, which support literacy development of primary school children.

- A Foundation Apprenticeship course in Social Services & Healthcare was established through partnership working with the Health & Social Care Partnership's Learning & Development team. A class of 16 learners from across Ayrshire were fully engaged in their learning and this is the first step on a progression pathway for careers in Social Services, Health, Social Care and related sectors.

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Table 1: School leaver attainment in SCQF literacy & numeracy levels

Area of focus	Performance Measure	2015-16	2016-17	2017-18	2018-19	2019-20
Literacy	% of school leavers attaining SCQF level 4 in literacy	96%	95%	96%	95%	95%
	% of school leavers attaining SCQF level 5 in literacy	79%	81%	84%	84%	81%
Numeracy	% of school leavers attaining SCQF level 4 in numeracy	89%	88%	88%	90%	92%
	% of school leavers attaining SCQF level 5 in numeracy	68%	67%	70%	69%	71%

In 2019-20 academic year, there was an increase in school leavers attaining SCQF level 4 and level 5 in numeracy. School leavers attaining SCQF level 4 and 5 in literacy has remained consistent and is aligned with performance over the last three academic years.

An Alternative Certification Model was used by the SQA in 2020 due to the pandemic conditions which will have influenced performance in the 2019-20 academic year.

Table 2: Breadth and depth of leavers attainment in 2019-20 academic year

Performance Measure	2015-16	2016-17	2017-18	2018-19	2019-20
% of school leavers achieving 1 or more awards at SCQF level 5 (National 5) or better	85%	86%	88%	87%	86%
% of school leavers achieving 5 or more awards at level 5 (National 5) or better	58%	61%	63%	61%	65%
% of school leavers achieving 1 or more awards at SCQF level 6 (Higher) or better	64%	62%	65%	65%	67%
% of school leavers achieving 5 or more awards at SCQF level 6 (Higher) or better	28%	31%	31%	28%	36%

In the last academic year 2019-20, there was an increase in the percentage of school leavers achieving five or more awards at level 5 (national 5) or better and level 6 (higher) or better. In addition, there was an increase the percentage of school leavers achieving one or more award at SCQF level 6 (higher) or better. The percentage of school leavers achieving five or more awards at level 5 (national 5) is broadly consistently with performance in previous years.

Table 3: Attainment of Curriculum for Excellence levels in BGE

Due to the covid-19 pandemic and the resulting closure of schools in June 2020, assessment of achievement of Curriculum for Excellence (CfE) levels in the Broad General Education phase were not completed. The table below provides an overview of data from the last available academic year 2018-19.

Area of focus	Performance Measure	2015-16	2016-17	2017-18	2018-19
Literacy	PRIMARY (P1, P4, P7) % of pupils achieving or exceeding the expected CfE level in Literacy	64%	70%	72%	74%
	SECONDARY (S3) % of pupils achieving or exceeding the expected CfE level in Literacy	70%	86%	91%	93%
Numeracy	PRIMARY (P1, P4, P7) % of pupils achieving or exceeding the expected CfE level in Numeracy	74%	77%	80%	79%
	SECONDARY (S3) % of pupils achieving or exceeding the expected CfE level in Numeracy	82%	81%	92%	90%

In the 2018-19 academic year, there was an increase in the percentage of pupils achieving or exceeding the expected level in numeracy at both primary and secondary stages. The percentage of pupils achieving the expected level in numeracy within primary and secondary has remained consistent and is aligned with performance over the last three academic years.

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Priority 3: We will offer opportunities to our young people and their families to play a more active role in school life and encourage more participation in learning opportunities.

- 2,698 families took part in family learning interventions during the 2019-20 academic year with 19 families being supported individually.

- An additional 32 families from Additional Support Needs (ASN) schools also engaged with the Family Learning Team through the launch of the parent hub and family cooking sessions which were delivered in all 4 ASN schools.

- A new Family Learning evaluation was rolled out in term 4 of the 2019-20 academic year. Of the completed evaluations, over 97% of parents/carers reported that they have gained more knowledge on how their child/young person learns in school and how to support their learning at home, 100% of parents responded that they were able to prepare their child for transition onto Primary/Secondary school and 97% feel more included in their school community.

- 425 families took part in health and wellbeing programmes throughout 2019/20. 157 families took part in programmes focusing on emotional wellbeing, 123 on physical wellbeing programmes through outdoor learning, and 145 families explored nutritional health through targeted cooking programmes.

Priority 4: We will work with our young people to build their resilience, supporting their mental and physical well-being.

- There were 143 referrals to the secondary school counselling service. Of these, 36 young people completed their counselling sessions with over 90% of pupils reporting improvement following this support.

- Counselling is one of a range of mental health supports available across the authority, with one secondary school establishing a wellbeing hub which provides supports and resources to support pupils. This includes peer to peer support from pupils trained in Scottish Mental Health First Aid as well as targeted programmes to combat low self-esteem and other aspects of mental health.

- Nurture in North Ayrshire continues to develop and grow with primary nurture group provision sustained at 25 nurture groups. Secondary nurture group provision was also expanded so that all 9 secondary schools in North Ayrshire now have targeted nurture provision. Early years nurture groups continue to support children in nine establishments and practice is evolving to meet the changing demands of the early years' expansion.

- We have recently expanded our NA counselling offer to include 10 and 11 year olds who can be referred to the service and we have also procured the services of The Exchange who offer a counselling service for 5-10 year olds across all NA primary schools.

- Our 2 Mental Health and Wellbeing Principal Teachers continue to engage with partners to provide support to children and young people, parents, carers and staff.

- Our 7 Nurturing North Ayrshire Recovery units have been accessed online by a wide range of staff.

- We have rolled out Let's Introduce Anxiety Management Training (LIAM) across 3 of our secondary schools and two of our primary schools.

- The Educational Psychology Service is actively working with families and establishment teams to support 438 children and young people across North Ayrshire, 25 children and young people in day placements, 12 children and young people in residential placements and 28 looked after children and young people being educated outwith North Ayrshire.

- The Educational Psychology Service continues to offer coaching and support for a wide range of mental health and wellbeing issues including emotion coaching, lego therapy positive behaviour planning and nurturing approaches. Nurturing approaches are also delivered to Children's Houses and fostering and adoption groups.

- See Me Staff Training has been delivered to 22 staff.

- A COVID blog that has mental health and wellbeing content for children and young people, parents and staff has had 1447 visitors to the site who have accessed and made use of its content.

8.   WHAT ARE WE GOING TO DO NOW?

Services across the Education and the Communities Directorate in North Ayrshire are working hard to ensure that children and young people in North Ayrshire have the best start in life. Our main focus is on Covid recovery for 2020-21 and we continue to live with the virus. In parallel, we will maintain a focus on the same strategic priorities as we did in 2019-20, with the twin aims of achieving excellence and equity for all our learners.

By reflecting on our progress and the context that we are currently operating in, we have identified the following priorities for the academic session 2020-2021 and beyond:

Education Recovery
Recovery from the COVID-19 pandemic continues to be the top priority for the Education Service. The Council's Education Recovery Board (ERB) comprises officers from across the Council as well as trade union representatives. This Board oversees the Local Education Resilience Plan which sets out the overarching plan for educational recovery.

As a result of the work carried out by the ERB and the wider Education Service, over 18,000 learners and 2000 staff across North Ayrshire returned to full time face to face education in August 2020. North Ayrshire's Local Resilience Plan has been updated to reflect the steps taken to enable this safe return. The ERB continues to be developed to add value and inform strategic decisions being taken by the Education Service during the ongoing pandemic.

The Education Service will continue to maintain strong communication with staff, Head Teachers, parents and young people to ensure that everyone is empowered with the information that they need to navigate their journey through the pandemic. At all times the safety, health and wellbeing of children and young people and staff will be at the forefront of all decision making.

National Improvement Framework:
1. Continued improvement in attainment, particularly in literacy and numeracy
2. Closing the attainment gap between the most and least disadvantaged children & young people
3. Continued improvement in children & young people's health & wellbeing
4. Continued improvement in employability skills and sustained, positive school-leaver destinations for all young people

Quality Assurance

North Ayrshire Council has adapted its approaches to quality assurance to meet the ever-changing demands of learning and teaching during COVID-19. The local authority 'Quality Improvement Framework' has been updated to reflect the current context of remote learning. This guidance affords flexibility to schools in developing their own approaches to quality assurance in the current context to meet the needs of each setting. Head teachers report that quality assurance is part of the culture of the local authority and that the process of consulting and agreeing approaches with schools is collegiate and collaborative.

We will continue to report to Cabinet and to residents of North Ayrshire in future years against the above priorities in line with guidance from Scottish Government, Education Scotland and HMIE.

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Equalities Mainstreaming and Outcomes Report 2019-20 and Equality Outcomes 2021-2025**
Purpose:	**To present the Equalities Mainstreaming and Outcomes Report 2019-20 and the Equality Outcomes 2021-2025.**
Recommendation:	**Cabinet are asked to:** • **Agree the content of the Equalities Mainstreaming and Outcomes Report for 2019-20 (Appendix 1).** • **To agree the Equality Outcomes for 2021– 2025 (Appendix 2)** • **Agree the Equal Pay Statement 2021 – 2024 (Appendix 3)**

1. Executive Summary

1.1 Under the Equalities Act 2010 and the Specific Duties (Scotland) Regulations 2012, listed public sector organisations are required to review and produce Equality Outcomes at least every four years. Progress on the outcomes is reported every two years alongside an Equality Mainstreaming report which explains how we are embedding equality within our Council. This year the two reports have been combined into a single Equalities Mainstreaming and Outcomes Report (Appendix 1) and a supporting Employee Statistics (Appendix 1a) .

1.2 As part of our four-year review of our outcomes, we worked as part of the Ayrshire Equality Partnership to develop our new Equality Outcomes for 2021 – 2025 (Appendix 2). The partnership agreed to keep the four overarching outcomes developed in 2017 and include more focused sub-outcomes as recommended by the Equality and Human Rights Commission (EHRC).

1.3 Our Equality duties also requires us to produce an equal pay statement once every four years that considers the pay gap for the protected characteristics of gender (sex) and for those who have a disability and those who do not and for minority ethnic ethnic group and those who do not. Our Equal Pay statement can be found in Appendix 3.

2. Background

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

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

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

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

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

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

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

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

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

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

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

Our mainstreaming highlights include:

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

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

2.11 Four overarching Equality Outcomes were developed, these were:

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

2.12   Key activities implemented to meet the Equality Outcomes include:

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

2.13   **Draft Equality Outcomes 2021 – 2025**
Following consultation, the Ayrshire Equality Partnership decided to maintain the existing outcomes for the next four years

2.14   The key areas of activity to support these include:

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

➤ Provide enhanced opportunities for people with communication difficulties to fully express their skills, personality and ability as part of the application process for employment and skills development programmes, i.e. through the See Me CV scheme.

➤ Improve our understanding of race employment issues and make changes to enhance our employment practices.

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

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

2.17 **Equal Pay Statement 2021 – 2025**
As a listed authority under the Equality Act, we are required to publish an Equal Pay Statement once every four years. This must state our policy in relation to equal pay for men and women; people who are and are not disabled; and people who are and are not within minority racial groups.

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

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

3.   Proposals

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

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

4.   Implications/Socio-economic Duty

Financial

4.1   None

Human Resources

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

Legal

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

Equality/Socio-economic

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

Environmental and Sustainability

4.5   None

Key Priorities

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

Community Wealth Building

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

5.   Consultation

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

Andrew Fraser
Head of Democratic Services

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

Background Papers
None

Equalities Mainstreaming and Outcomes Report

2019-20

North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Contents

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Welcome

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

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

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

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

The public sector 'specific duties' stipulate the requirements of reporting and can be found here. The key elements are, mainstreaming the equality duty, publishing and reporting on equality outcomes and gathering and publishing employee statistics.

About North Ayrshire

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

Accessibility and Further Information

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

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

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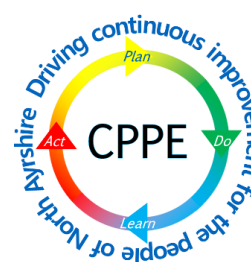
Key Highlights

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

Mainstreaming Equality Key Highlights from 2019-20

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

Equality Outcomes Highlights

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

The Equality Act

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

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

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

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

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

Key elements of our response included:

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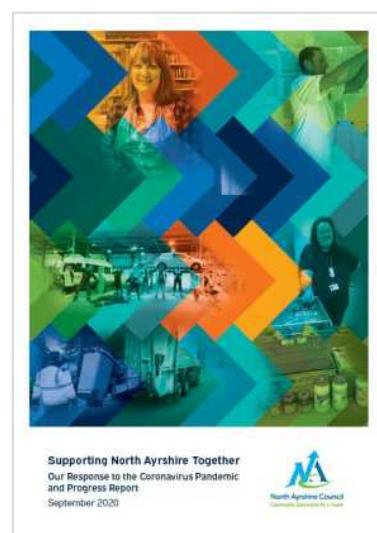
Key Strategies

Our Council Plan

Our Council Plan is the main strategic plan for our Council. It is high level and has tackling inequality at its core with our vision being "A North Ayrshire that is 'Fair for All'". All of our plans must align to the Council Plan, meaning tackling the causes of inequality are embedded throughout our services.
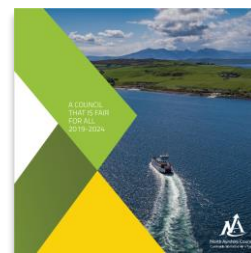
The Community Wealth Building Strategy

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

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

Fair for All Strategy

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

Children's Services Plans

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

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

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

Our Child Poverty Action Plan 2019-20 recognises the life-long impact growing up in poverty can have on the life chances of our children and young people. The Child Poverty (Scotland) Act 2017 sets out four income-based targets to reduce child poverty in Scotland by 2030. The key drivers of child poverty have been identified as – 'income from employment', 'income from social security and benefits in kind' and the 'cost of living'.
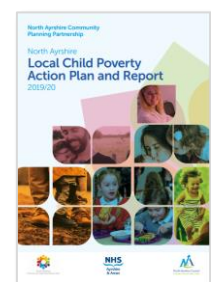
Our Child Poverty Action Plan 2019-20 for North Ayrshire takes account of the initial analysis of the economic impact of the Covid-19 pandemic. Key priorities include the establishment of a cross party working group to develop a co-ordinated approach to reduce the cost of the school day and further develop our North Ayrshire Food System.

Ayrshire Growth Deal

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

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

British Sign Language Plan

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

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

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

Case Study - Smart Phones, Smart Approach

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

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

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

(All names changed)

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

Equality and Children's Rights Impact Assessments

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

Our impact assessment process contains several areas:

Protected Characteristics

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

Children's Rights and Human Rights

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

Fairer Scotland Duty

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

Island Proofing

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

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

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

Case Study – Online Equality Impact Assessment Tool

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

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

The Head of Service for People and ICT stated:

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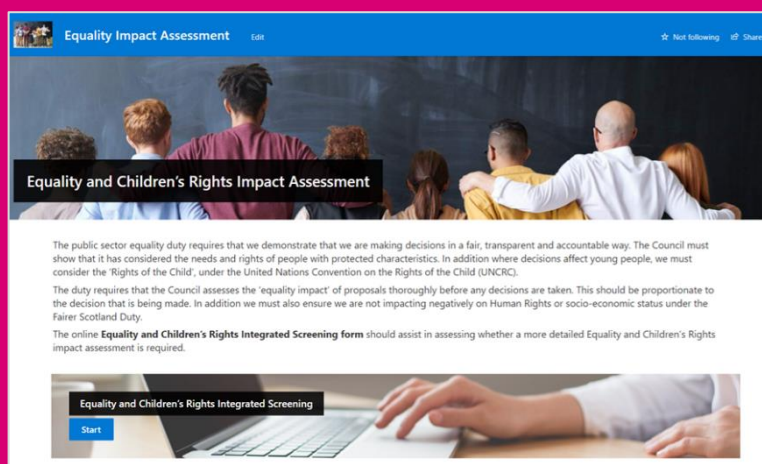
Equality Groups

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

Corporate Equality Group

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

Employee Disability Forum

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

Human Resources

Disability Confident Employer

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

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

Mental Health Support

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

Domestic Abuse

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

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

Carer Positive Award

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

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

Learning Events

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

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

Disability in the Workplace Guide

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

*North Ayrshire Council Chief Executive Craig Hatton
in Age Simulation Suit*

Equality Related Training

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

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

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

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

* Introduced in 2020.

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Accessibility Audit.

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

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

The 2020 figures were:
- A Grade properties = 3.14%
- B Grade properties =70.45%
- C Grade properties = 26.14%

The 2018 figures were:
- Grade A properties = 5.32%
- Grade B properties = 61.70%
- Grade C properties = 32.98%
- The Council has no buildings classed as Grade D properties (or non-compliant properties).

Building Accessibility Categories

Grade A - Fully compliant properties.

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

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

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

Connected Communities

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

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

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

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

Housing Services

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

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

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

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

Procurement

Equality considerations are embedded into our Conditions of Contract documents.

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

Licensing Board Overview

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

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

Education Authority Report

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

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

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

Education in North Ayrshire is delivered through:

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

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

These priorities are

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

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

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

| Successful learners | Confident individuals | Responsible citizens | Effective contributors |

National Improvement Framework (NIF)

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

These priorities remain as:

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

Getting it Right for Every Child

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

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

Nurture/Health and wellbeing

Nurture/Health and wellbeing contributes to our vision of being a nurturing authority. This has been furthered developed through our "Nurturing North Ayrshire's Recovery" approach. We aim to build emotional resilience in children and train teachers to foster stronger relationships with children and young people through a nurturing approach, increasing

Sports for All with Our Active Schools Team

engagement in the learning process. Evidence shows that this is reducing instances of non-engagement with children and young people and is contributing towards raising attainment.

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

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

Children's Rights

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

> ### *Rights Respecting Schools*
>
> **4 Gold award schools** fully Rights Respecting with a Children's Rights ambassador status
>
> **23 Silver award schools** who are fully rights aware
>
> **26 Bronze award schools** who are Children's Rights committed

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

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

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

LGBTI Education

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

Several programmes are used in schools including:

SHARE (Sexual health and relationships education) - NHS resource	**Fit (Stonewall resource)**	**See Me!**	**LGBT Scotland**
Bespoke programmes of study which include discussions on sexuality and sexual behaviour	**Risky behaviours**	**Expect Respect**	**Mentors in Violence Project (MVP)**

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

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

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

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

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

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

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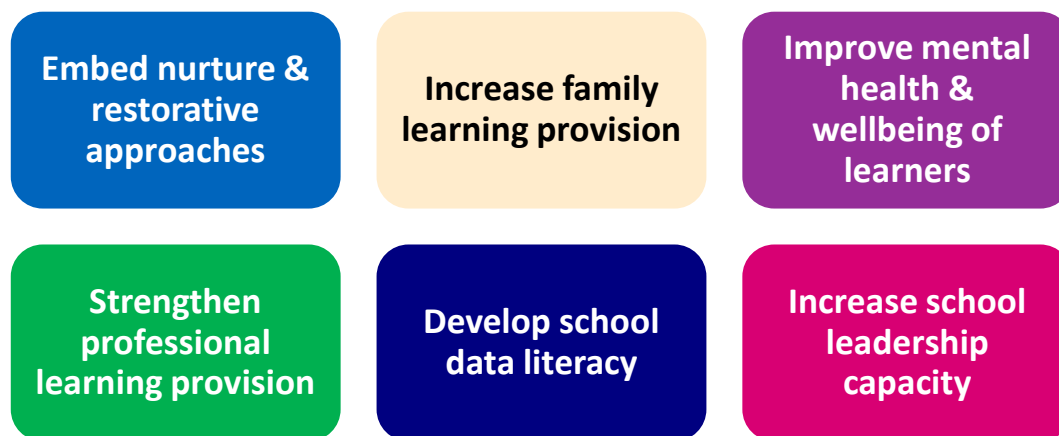

The latter part of the school year, from February - August 2020 saw these services greatly affected by the pandemic. However, our locality Childcare Hubs for children of keyworkers were also used to support children in vulnerable circumstances and we created highly effective processes to identify, support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

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

Scottish Attainment Challenge (SAC)

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

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

Embed nurture & restorative approaches	**Increase family learning provision**	**Improve mental health & wellbeing of learners**
Strengthen professional learning provision	**Develop school data literacy**	**Increase school leadership capacity**

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

Strengths in Education

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

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

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

Employee Statistics Overview

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

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

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

Disability

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

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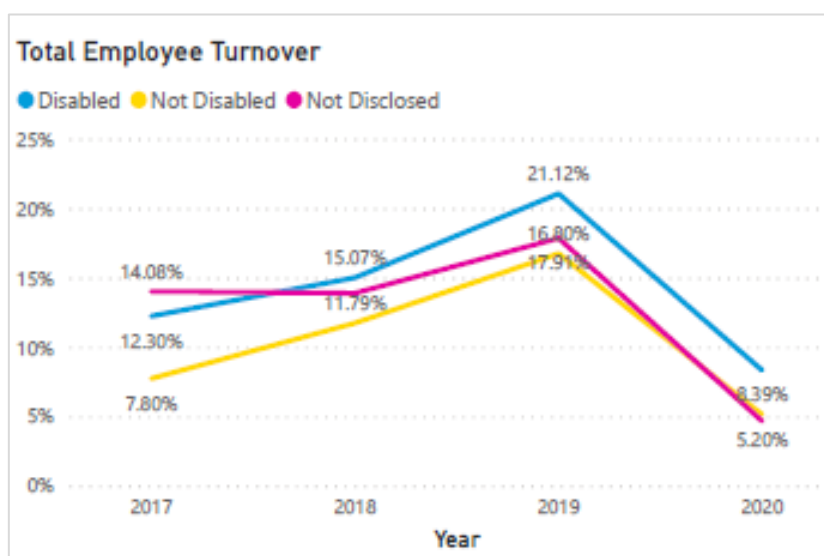
Ethnicity

The 2011 Census shows North Ayrshire continues to have a small Black or minority ethnic population at 1.1% of our population. This is reflected in our employee statistics. In 2020, 0.83% of employees had declared an ethnicity other than White (with 18.4% not disclosed). This figure has remained stable over the last four years with 2018 seeing the lowest percentage of 0.78% and 2019 the highest at 0.87%. Considering the percentage of working age population, these figures suggest our workforce is reflective of the population.
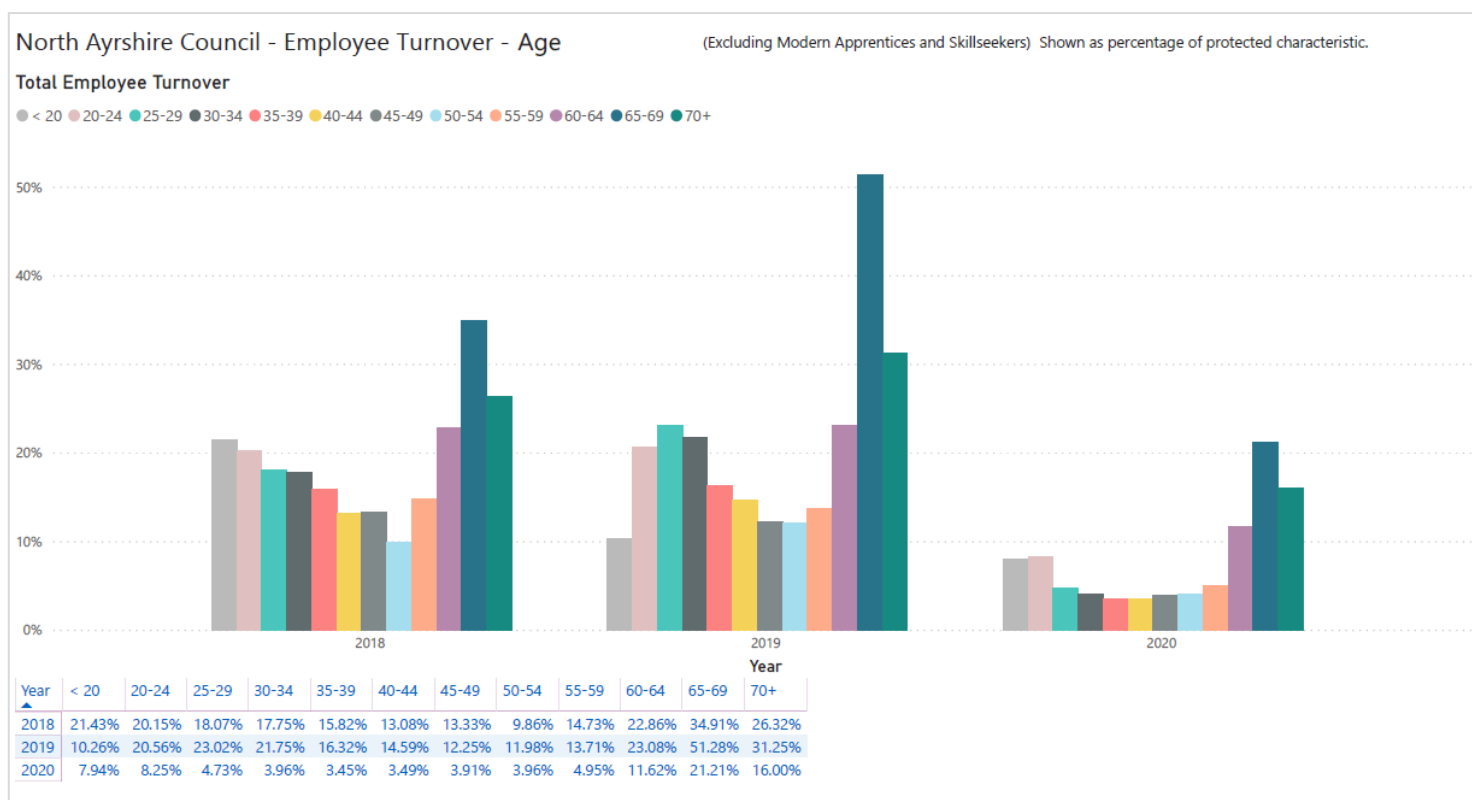
In 2019, when some restructuring took place, almost double the percentage of employees from the 'Other Ethnicity' category (32.8% compared to 16.7% white employees) left our Council. In 2020 this figure was comparable to other ethnicities at less than 5%. Employee training figures indicate that in 2020

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

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

## Age

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

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

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

Sex

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

The majority of employees are Grades 4 – 7, with 35% (2659) female and 11% (828) of male employees working at this level. There is a slightly higher percentage of females receiving training compared to males. Staff turnover for both male and females is 5%.
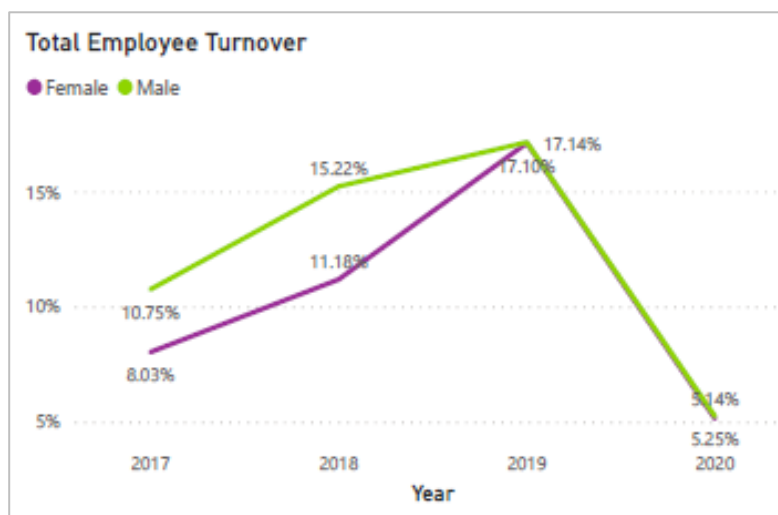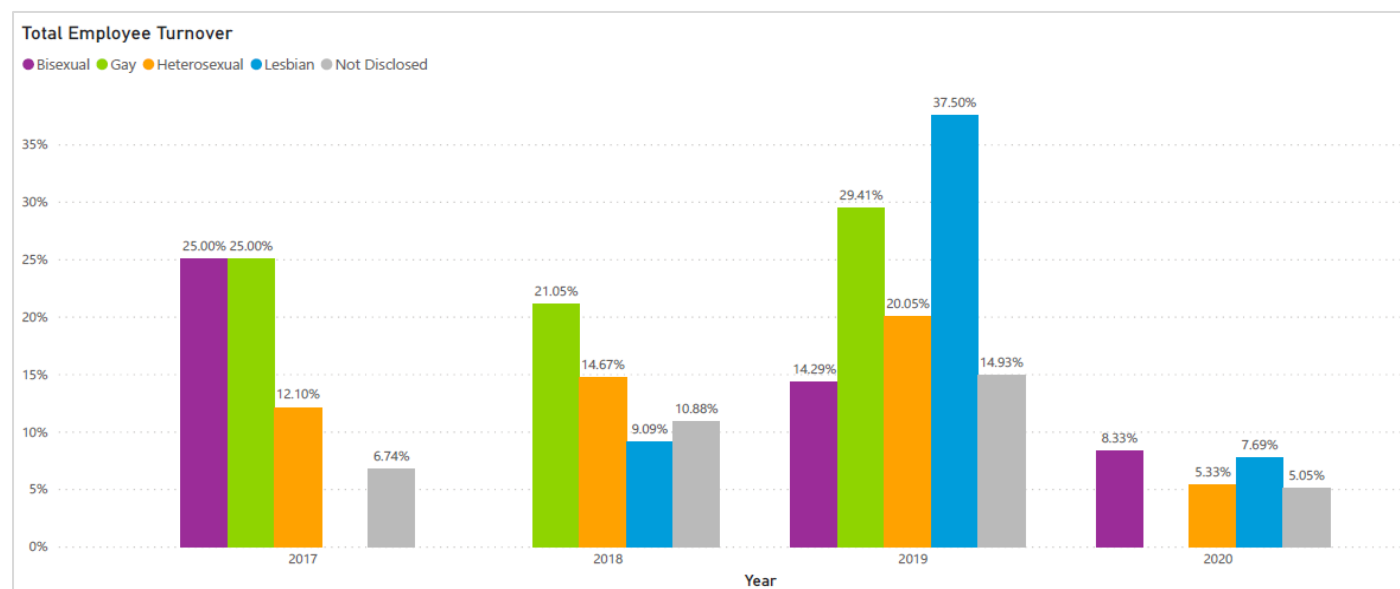
Within Education 80% of teaching staff are female. 21% of female teaching staff are in a promoted role, compared with 39% of males. This equates to 283 promoted female teaching staff compared to 88 males.

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

Sexual Orientation

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

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

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

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

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

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

Employee Pay Gap Information

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

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

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

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

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

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

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

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Occupational Segregation Information

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

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

Gender (Sex)

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

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

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

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

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

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

Ethnicity

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

Disability

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

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

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

Equality Outcomes

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

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

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

Ayrshire Shared Equality Outcomes

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

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

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

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

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

Report Layout

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

Equality Outcomes

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

Equality Outcome 1.1a: Hate Crime

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

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

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

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

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

What difference did we make?

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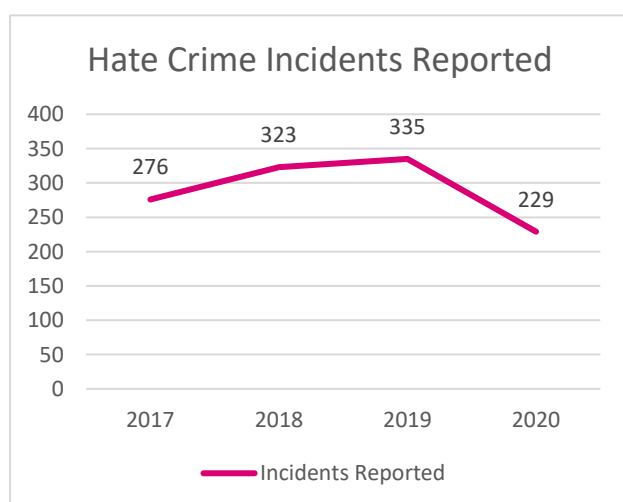
It was anticipated that the increase in awareness raising around Hate Crime would result in a rise in the reporting of hate crimes before seeing a reduction. This appears to be the case, with an increase in 2018 and 2019, followed by a decrease during 2020.

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

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

Going forward

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

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

Case Study – Hate Crime

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

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

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

(All names changed)

Equality Outcome 1.1b: Keep Safe

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

What is Keep Safe?

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

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

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

What difference did we make?

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

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

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

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

Going forward

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

Case Study – Keep Safe

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

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

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

This brings the total in North Ayrshire to 14 including:

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

Equality Outcome 1.2: Prevent (Counter Terrorism)

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

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

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

What difference did we make?

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

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

Going forward

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

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

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

Violence Against Women

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

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

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

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

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

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

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

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

We endorsed and implemented East Ayrshire Council's Prostitution Statement

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

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

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

Gypsy/Travellers

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

Pre-Covid-19 (Coronavirus) Lockdown

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

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

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

Post-Covid-19 (Coronavirus) Lockdown

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

Encouraging under-represented groups to inform decision making

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

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

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

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

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

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

Equality Outcome 2 - Database of Marginalised Groups

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

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

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

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

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

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

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

What difference did we make?

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

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

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

Going forward

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

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

Equality Outcome 2.1b: Translation, Interpretation and Communication Service

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

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

Service for Community Languages

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

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

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

British Sign Language

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

What difference did we make?

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

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

Going Forward

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

Equality Outcome 2.2: Trans people

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

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

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

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

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

Education Network

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

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

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

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

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

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

North Ayrshire

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

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

What difference did we make?

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

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

Equality Outcomes

Going forward

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

Case Study – Arran Youth Forum Weekly LGBT Club

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

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

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

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

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

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

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

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

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

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

What difference did we make?

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

Going forward

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

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

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

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

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

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

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

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

Equality Outcome 3: Non-Traditional Roles Modern Apprenticeships

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

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

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

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

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

What difference did we make?

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

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

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

Going forward

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

Equality Outcome 3: Modern Apprenticeship Uptake by Young People with a Declared Disability

The Supported Employment Team in North Ayrshire run the Equal programme. This is a service designed to help individuals with a physical disability, a long-term health condition, Asperger's, Autism or a learning disability to progress towards finding and keeping a job that will provide career prospects. During 2019/20 the team have been supporting four Modern Apprentices. Two male (both autistic) and one female with a learning disability had placements in Business Administration and one female with a physical disability worked in Catering.
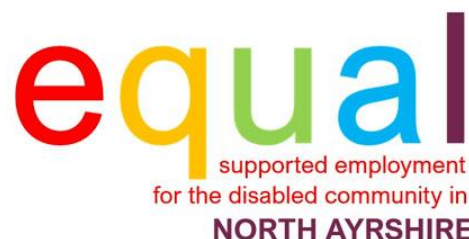
During 2020/21, 10 Modern Apprenticeship places were ringfenced for the Supported Employment Programme out of a total of 50 (or 20% of total places being set aside for young people with a disability or long-term health condition). Due to the situation with the Covid-19 pandemic, two modern apprentices have been appointed with support provided online. One client was placed within Business Administration supported by the Equal Team and one within Horticulture working at a School Garden supported by the Education Team.

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

What difference did we make?

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

Case Study – Modern Apprenticeships

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

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

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

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

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

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

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

Gender Stereotyping

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

Examples of this work include

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

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

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

Additional Support Needs

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

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

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

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

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

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

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

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

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

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

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

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

North Ayrshire See Me CV

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

Going Forward

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

Case Study – Supported Employment Equal Programme

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

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

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

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

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

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

Name has been changed.

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

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

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

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

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

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

What difference did we make?

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

Going forward

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

The Disability Confident Scheme

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

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

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

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

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

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

What difference did we make?

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

Face to Face Training

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

e-learning

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

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

What we will do now/future work?

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

For further information please contact:

The Corporate Policy, Performance and Elections Team

Tel: 01294 324648   Email: NorthAyrshirePerforms@north-ayrshire.gov.uk
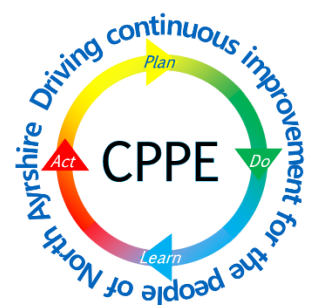
Equalities Mainstreaming and Outcomes Report
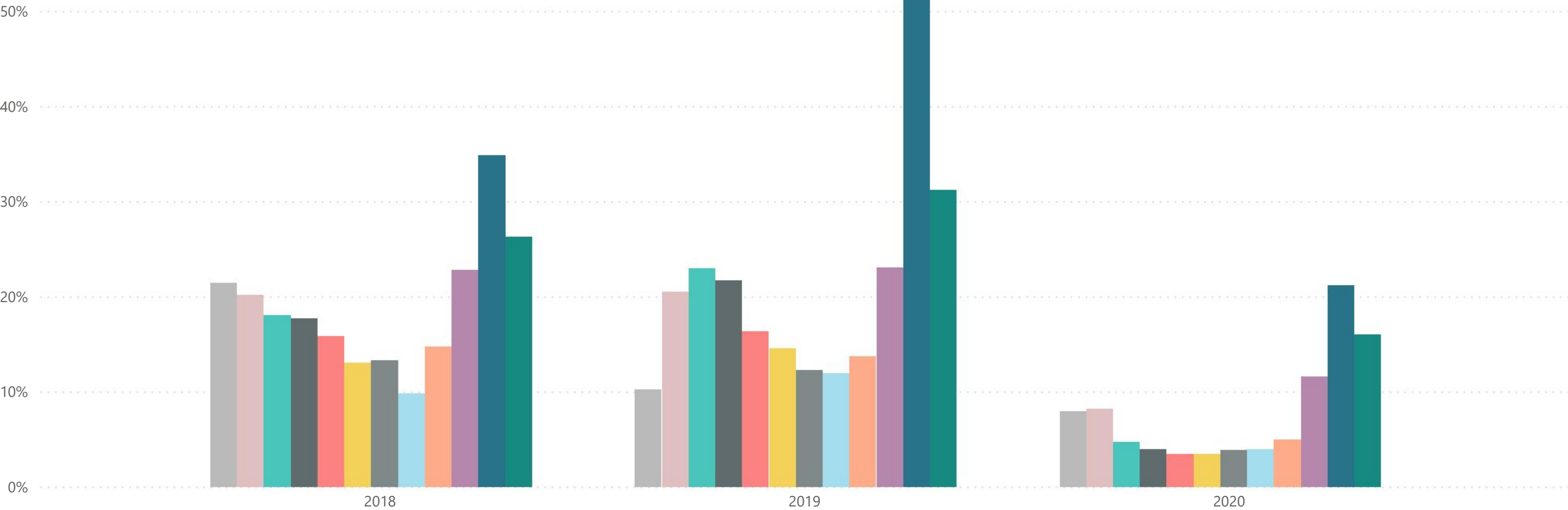
Employee Statistics 2017-20

North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

North Ayrshire Council - Distribution Across Grade - Age

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

North Ayrshire Council - Employee Turnover - Age

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

Total Employee Turnover

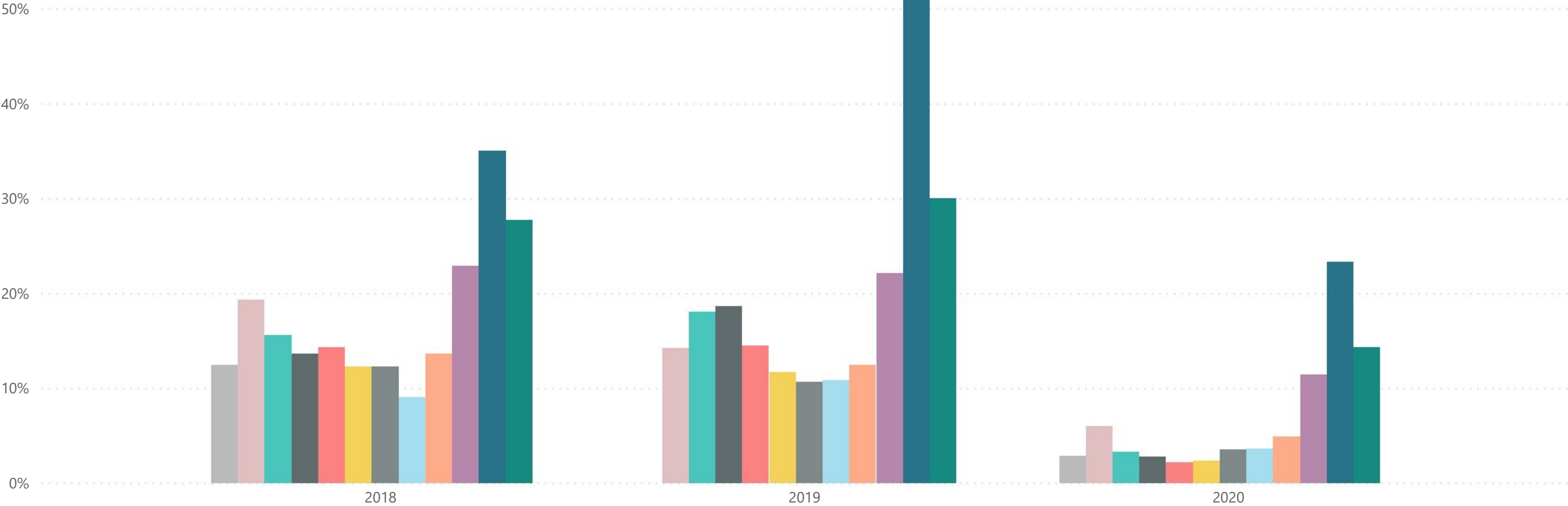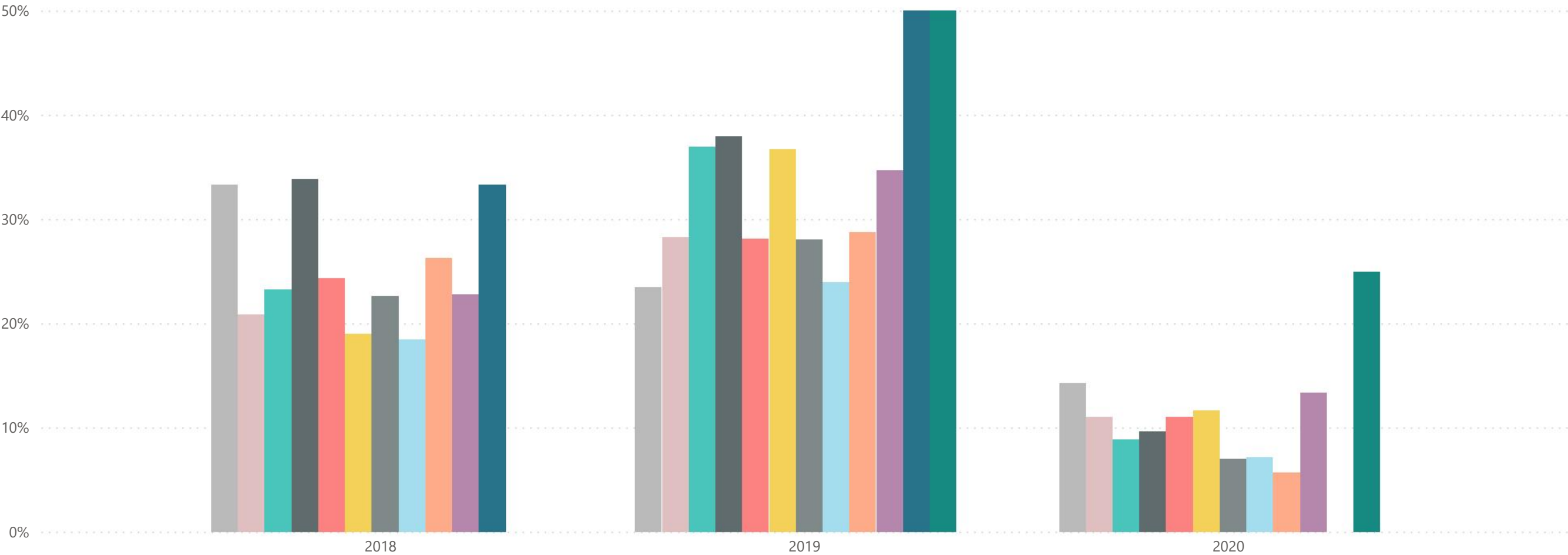
Year	< 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
2018	21.43%	20.15%	18.07%	17.75%	15.82%	13.08%	13.33%	9.86%	14.73%	22.86%	34.91%	26.32%
2019	10.26%	20.56%	23.02%	21.75%	16.32%	14.59%	12.25%	11.98%	13.71%	23.08%	51.28%	31.25%
2020	7.94%	8.25%	4.73%	3.96%	3.45%	3.49%	3.91%	3.96%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

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North Ayrshire Council - Employee Turnover - Age

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

Permanent Employee Turnover

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

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

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North Ayrshire Council - Employee Turnover - Age

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

Temporary Employee Turnover

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

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

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North Ayrshire Council - Employee Turnover - Age

(Excluding Modern Apprentices and Skillseekers)

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

North Ayrshire Council - Training - Age

(Excluding Modern Apprentices and Skillseekers)

Training

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

North Ayrshire Council - Training - Age

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

Total Employee Training

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

Permanent Employee Training

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

Temporary Employee Training

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

North Ayrshire Council - Distribution Across Grade - Disability
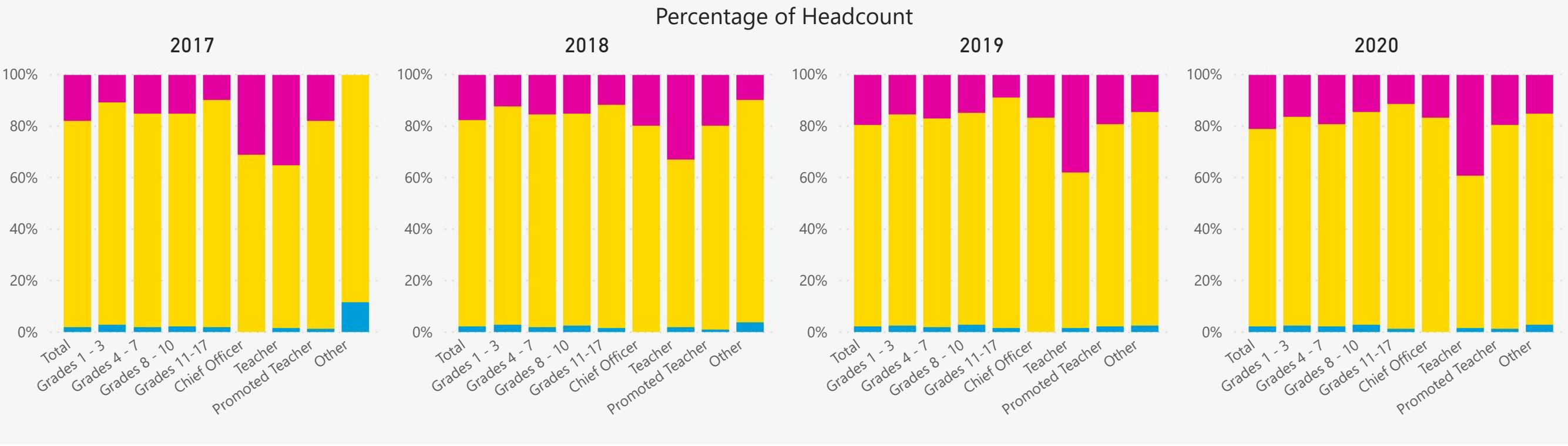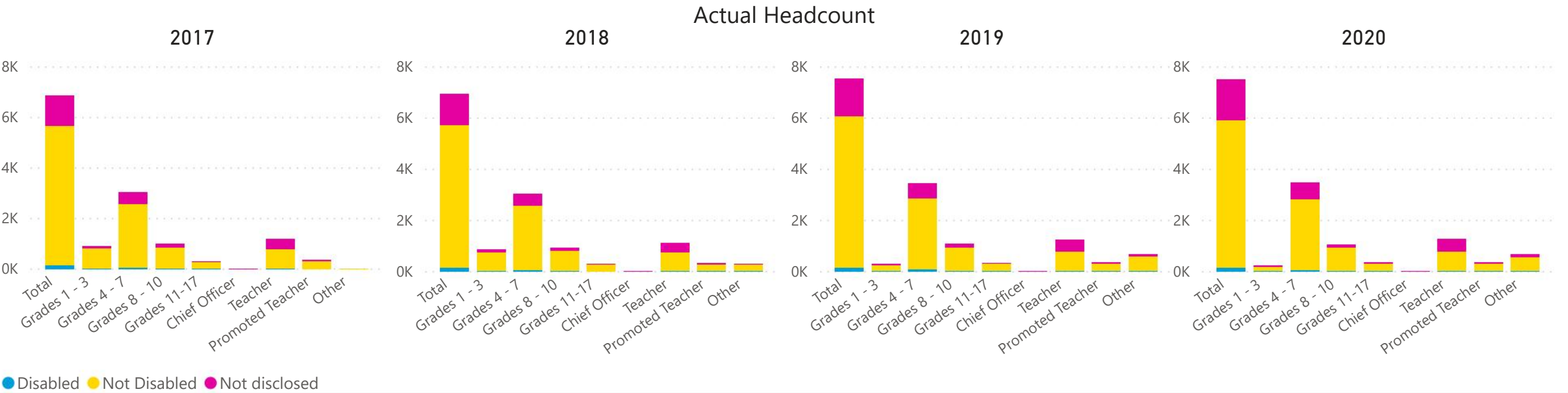
Actual Headcount

Legend: ● Disabled ● Not Disabled ● Not disclosed
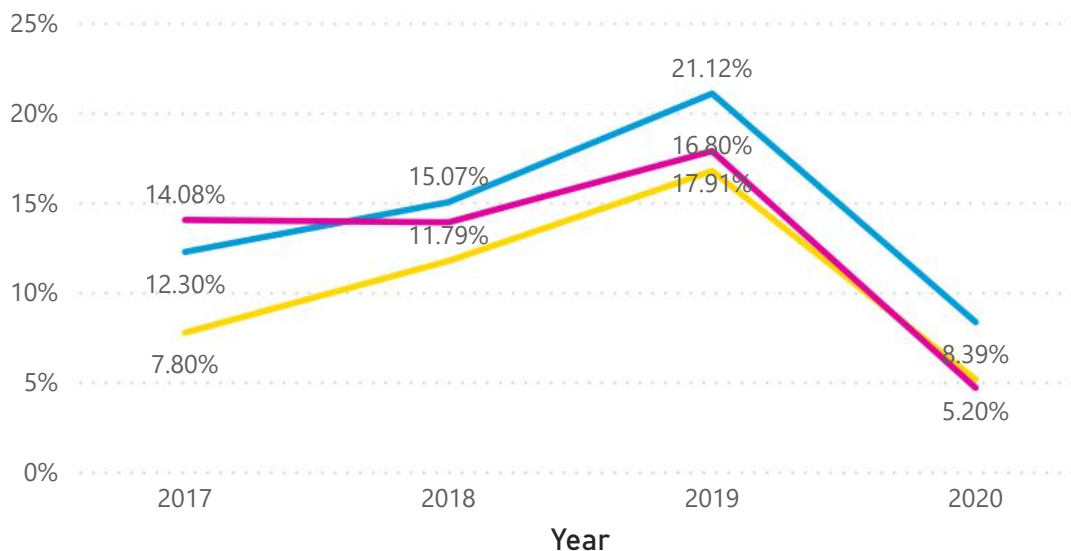
Percentage of Headcount

North Ayrshire Council - Employee Turnover - Disability

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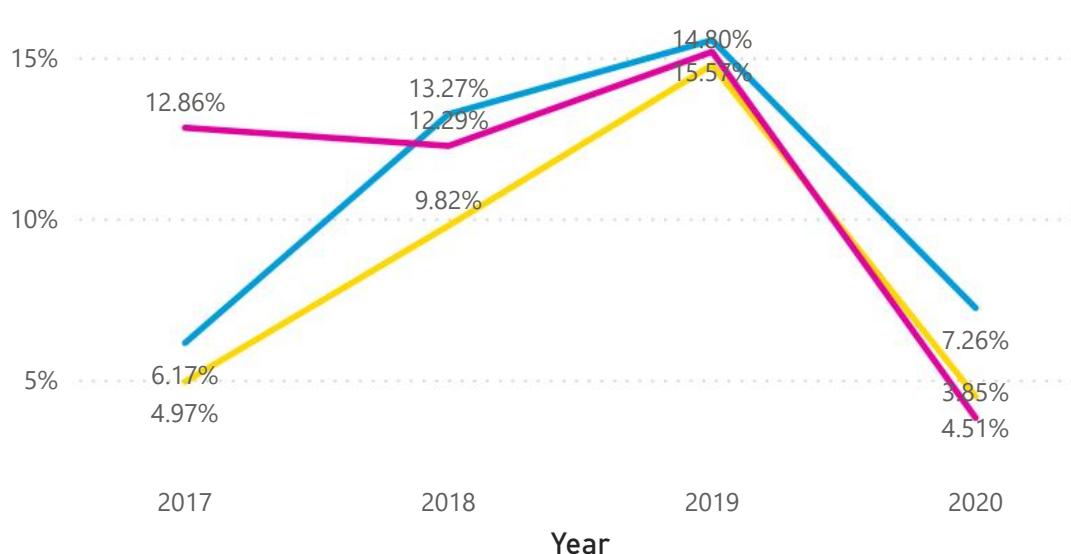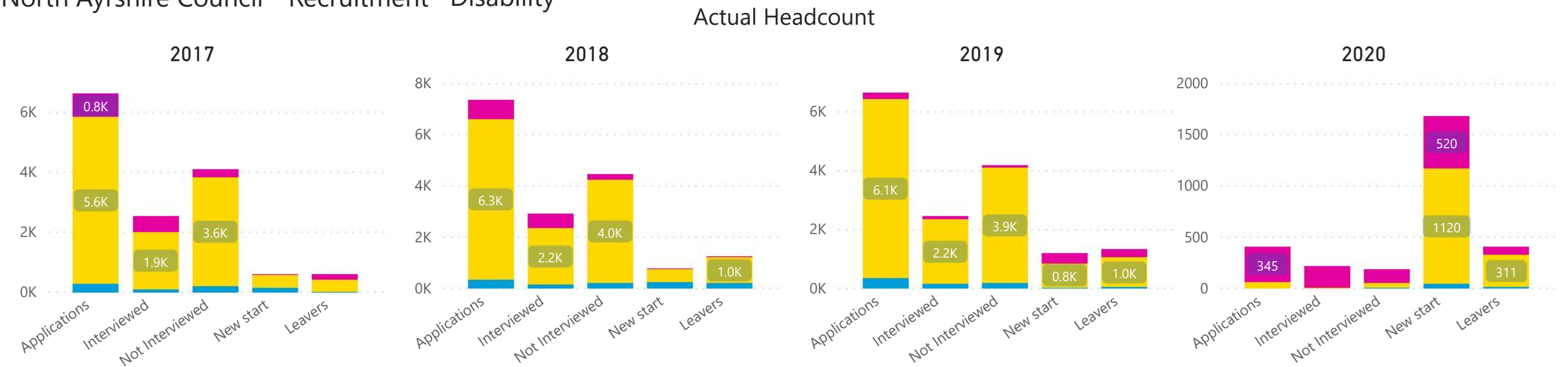
Total Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed

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

Permanent Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed

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

Temporary Employee Turnover

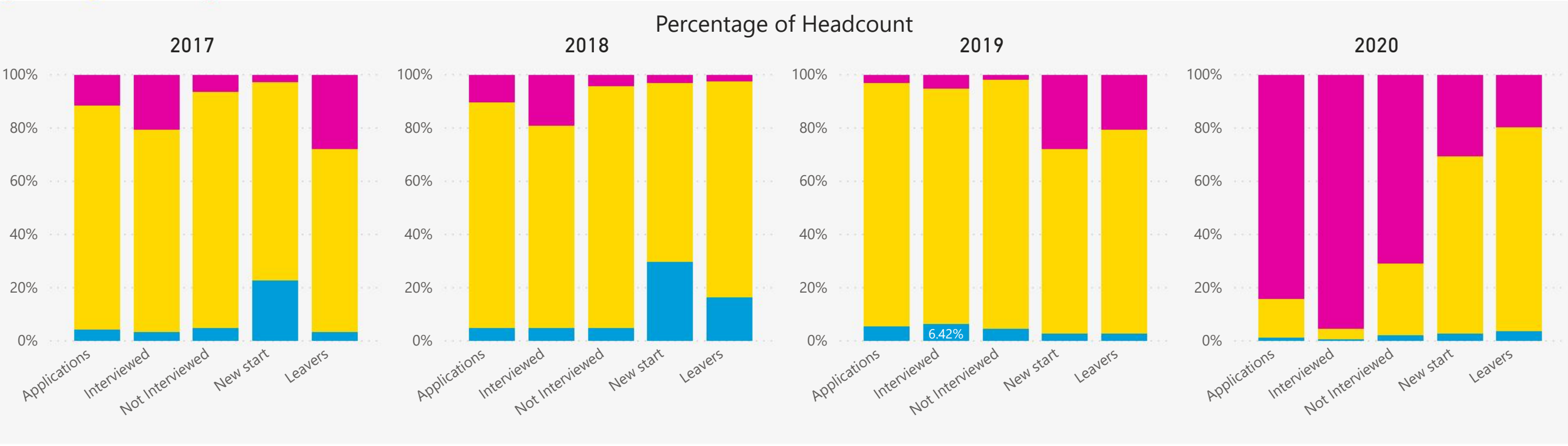● Disabled ● Not Disabled ● Not Disclosed
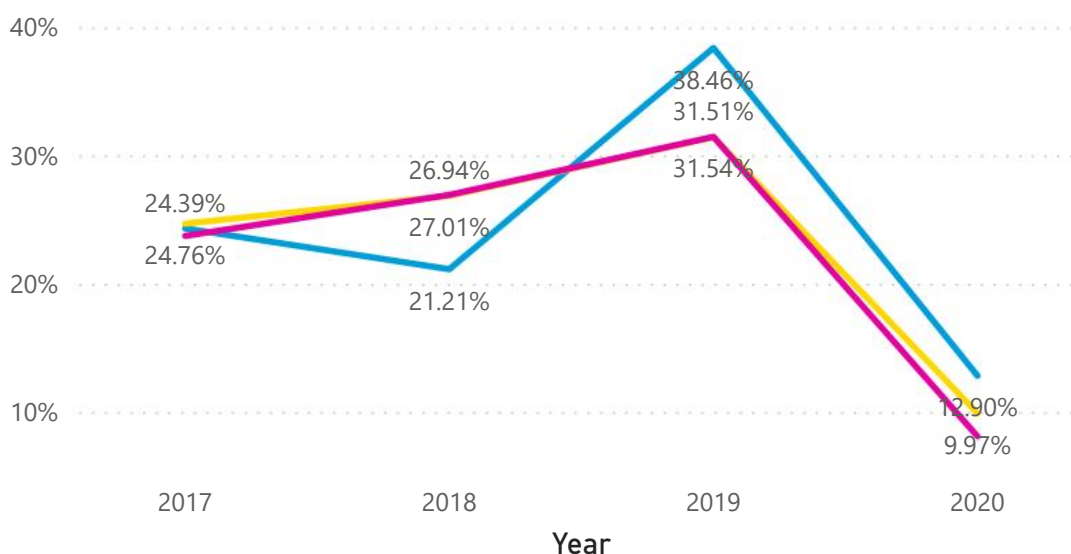
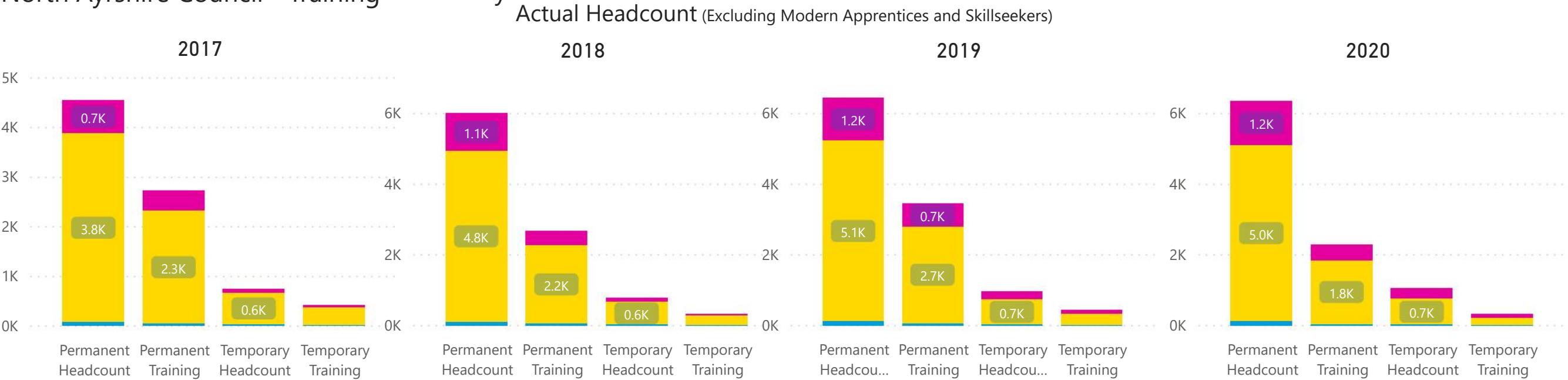| Year	Disabled	Not Disabled	Not Disclosed
2017	24.39%	24.76%	23.81%
2018	21.21%	26.94%	27.01%
2019	38.46%	31.51%	31.54%
2020	12.90%	9.97%	8.18%

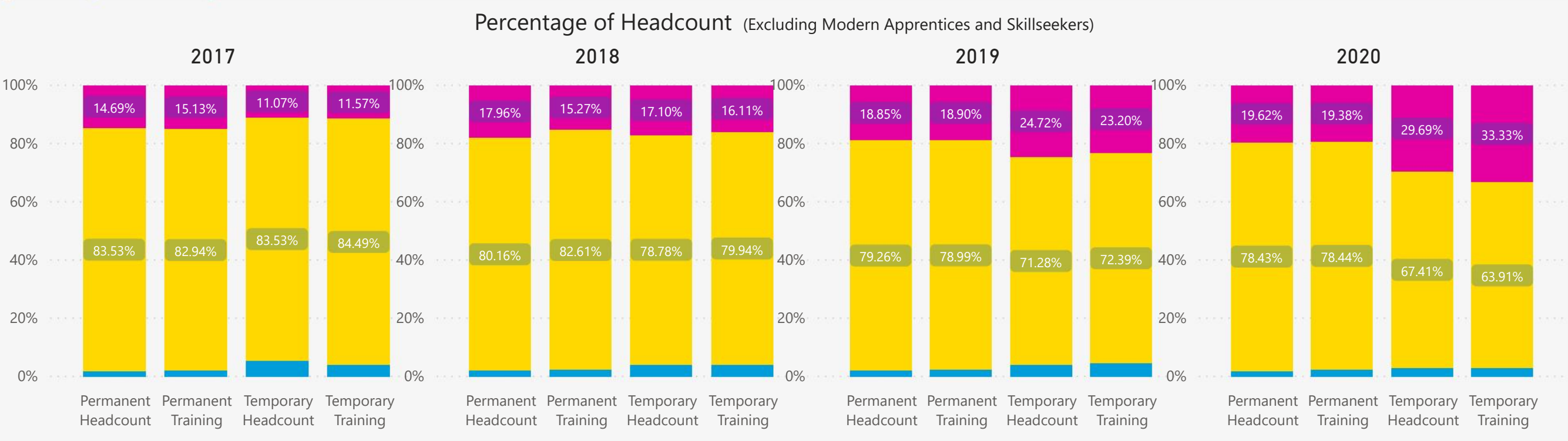# North Ayrshire Council - Recruitment - Disability

Actual Headcount

Legend: ● Disabled ● Not Disabled ● Not disclosed

2017
- Applications: 5.6K (Not Disabled), 0.8K (Not disclosed)
- Interviewed: 1.9K
- Not Interviewed: 3.6K
- New start
- Leavers

2018
- Applications: 6.3K
- Interviewed: 2.2K
- Not Interviewed: 4.0K
- New start
- Leavers: 1.0K

2019
- Applications: 6.1K
- Interviewed: 2.2K
- Not Interviewed: 3.9K
- New start: 0.8K
- Leavers: 1.0K

2020
- Applications: 345
- Interviewed
- Not Interviewed
- New start: 1120, 520
- Leavers: 311

Percentage of Headcount

2017
Applications, Interviewed, Not Interviewed, New start, Leavers

2018
Applications, Interviewed, Not Interviewed, New start, Leavers

2019
Applications, Interviewed (6.42%), Not Interviewed, New start, Leavers

2020
Applications, Interviewed, Not Interviewed, New start, Leavers

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North Ayrshire Council - Training - Disability

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

Legend: ● Disabled ● Not Disabled ● Not Disclosed

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

North Ayrshire Council - Training - Disability

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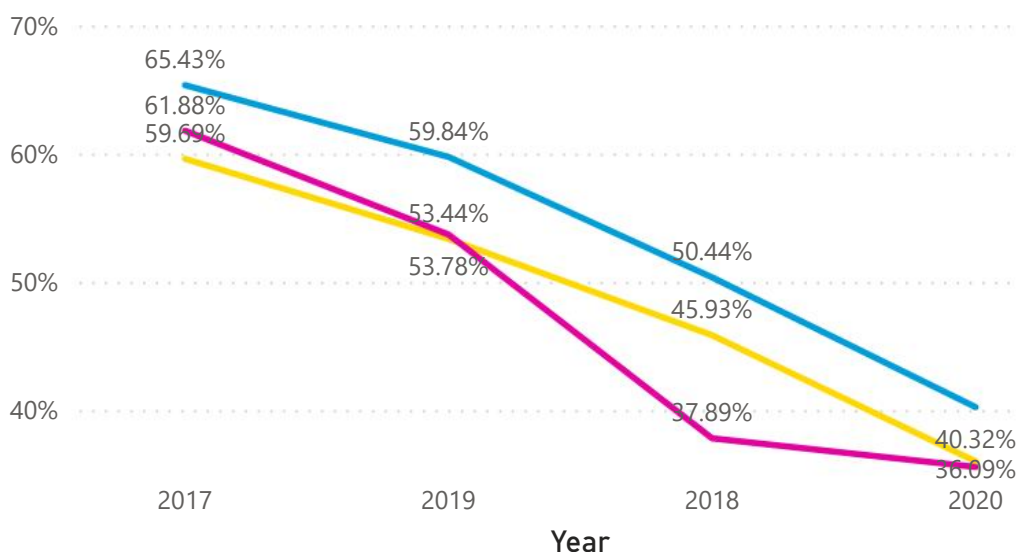
Total Employee Training

● Disabled ● Not Disabled ● Not Disclosed

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

Permanent Employee Training

● Disabled ● Not Disabled ● Not Disclosed

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

Temporary Employee Training

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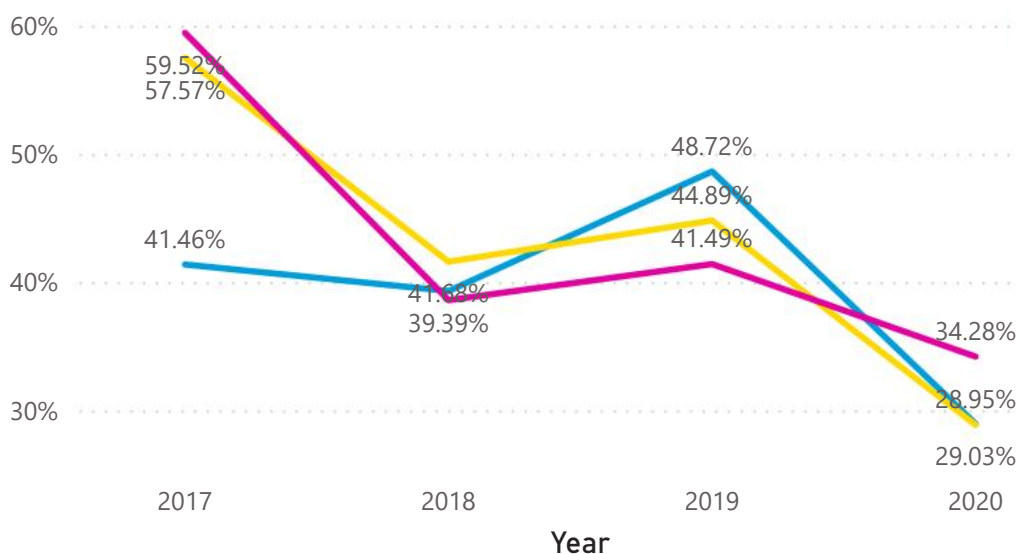
Details	2017	2018	2019	2020
Disabled	41.46%	39.39%	48.72%	29.03%
Not Disabled	57.57%	41.68%	44.89%	28.95%
Not Disclosed	59.52%	38.69%	41.49%	34.28%

North Ayrshire Council - Distribution Across Grade - Disability

Headcount

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

Headcount by Grade

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

North Ayrshire Council - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers)

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

North Ayrshire Council - Recruitment and Training - Disability

Recruitment

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

## Training (Excluding Modern Apprentices and Skillseekers)

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

Education - Employee Turnover - Disability

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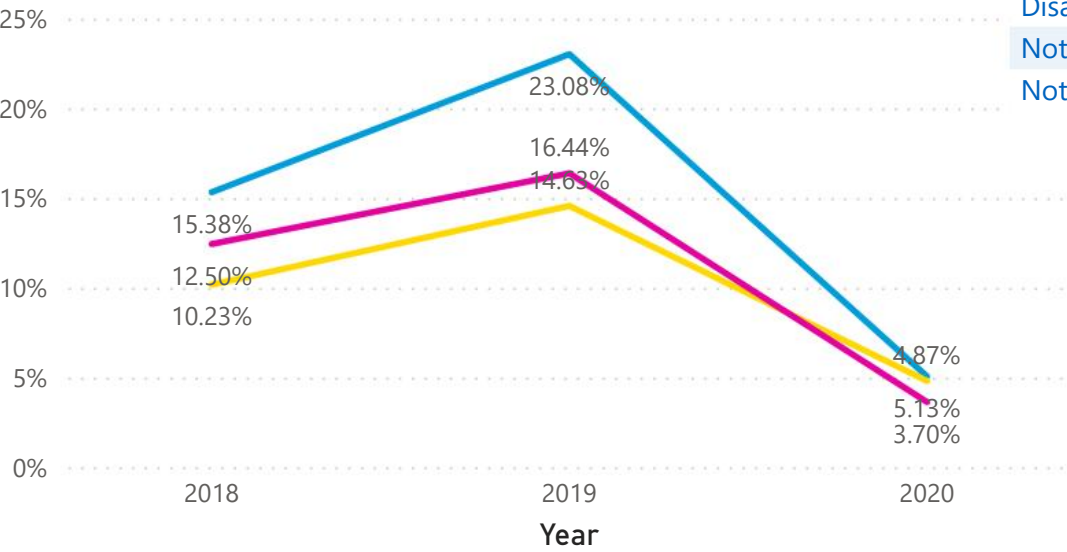
Total Employee Turnover

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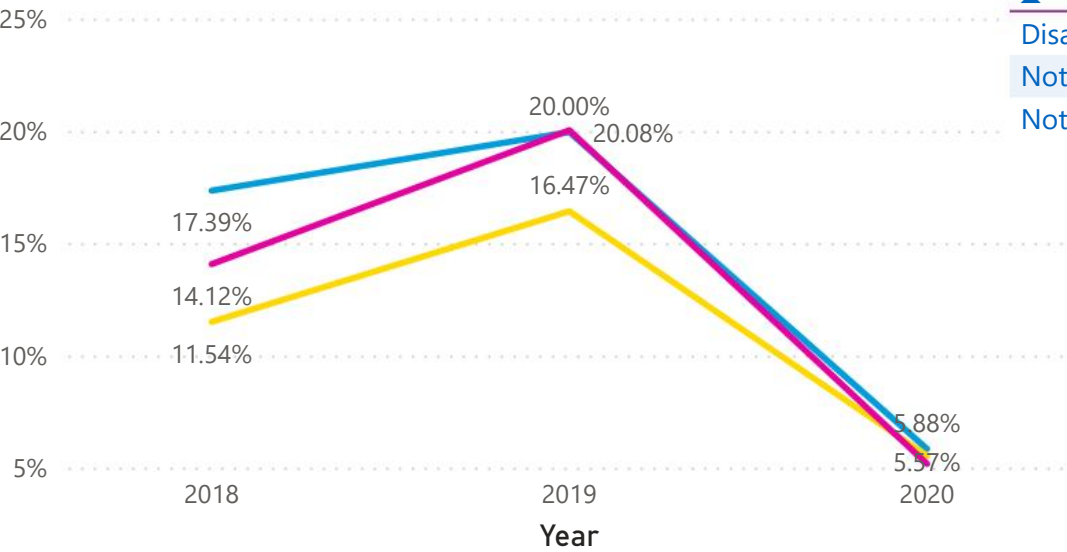
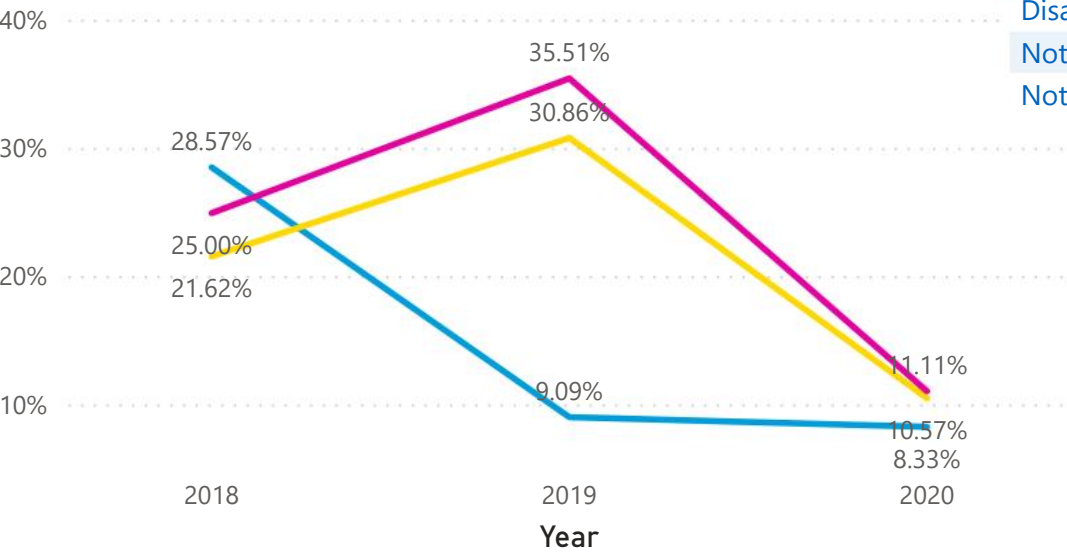| Details	2018	2019	2020
Disabled	17.39%	20.00%	5.88%
Not Disabled	11.54%	16.47%	5.57%
Not Disclosed	14.12%	20.08%	5.21%

Permanent Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed

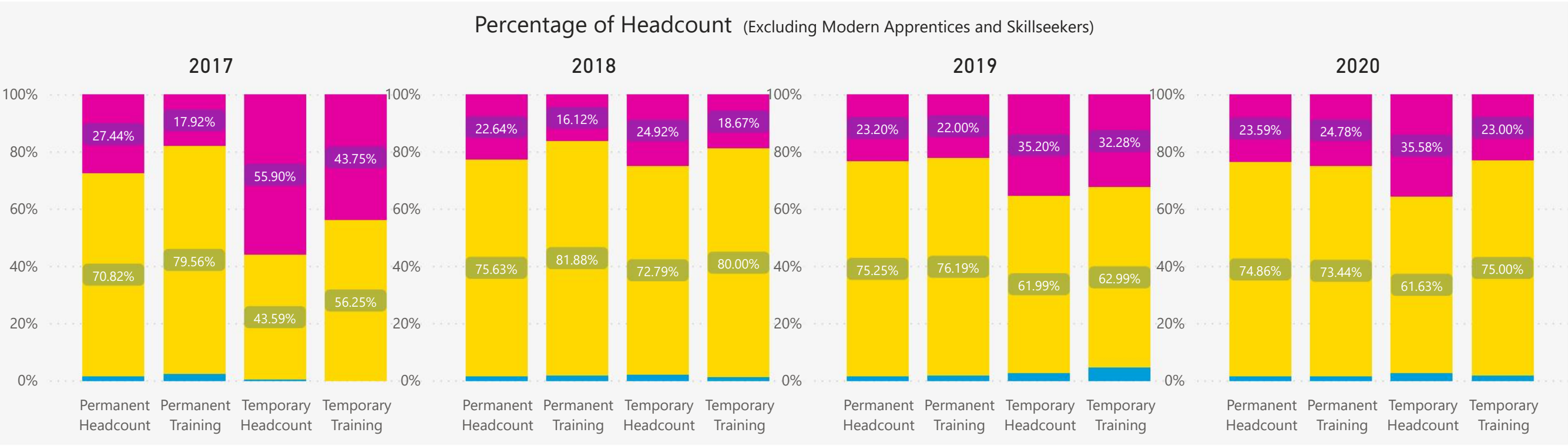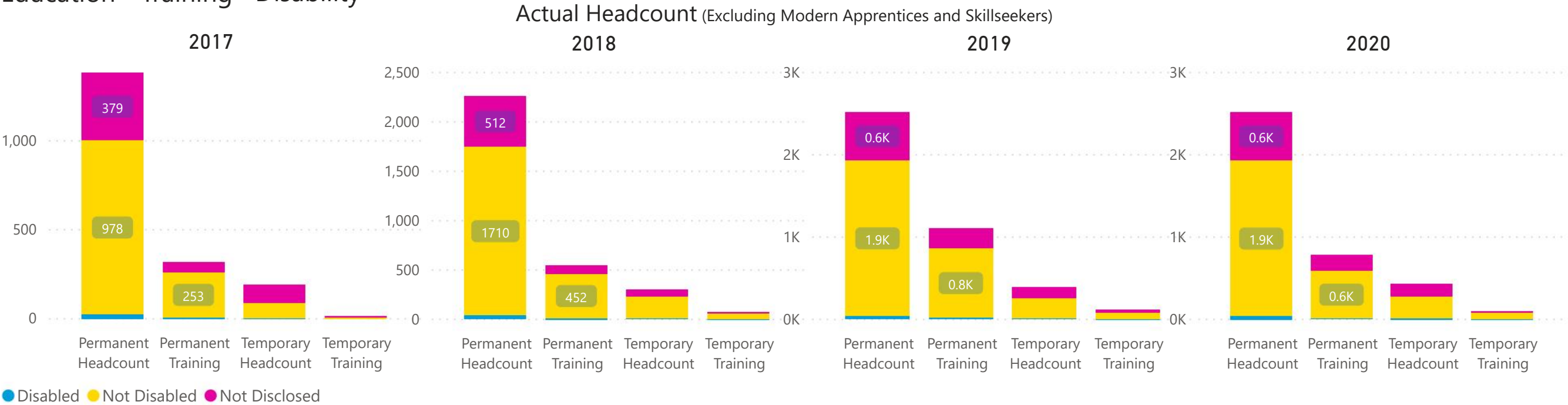| Details	2018	2019	2020
Disabled	15.38%	23.08%	5.13%
Not Disabled	10.23%	14.63%	4.87%
Not Disclosed	12.50%	16.44%	3.70%

Temporary Employee Turnover

● Disabled ● Not Disabled ● Not Disclosed

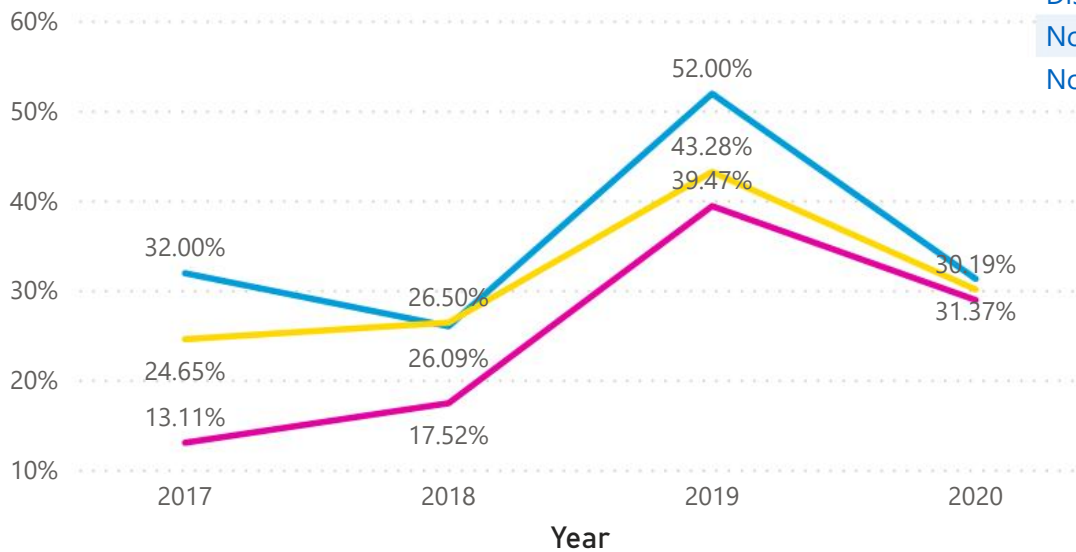| Details	2018	2019	2020
Disabled	28.57%	9.09%	8.33%
Not Disabled	21.62%	30.86%	10.57%
Not Disclosed	25.00%	35.51%	11.11%

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Education - Training - Disability

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2017

2018

2019

2020

● Disabled ● Not Disabled ● Not Disclosed

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017

2018

2019

2020

Education - Training - Disability

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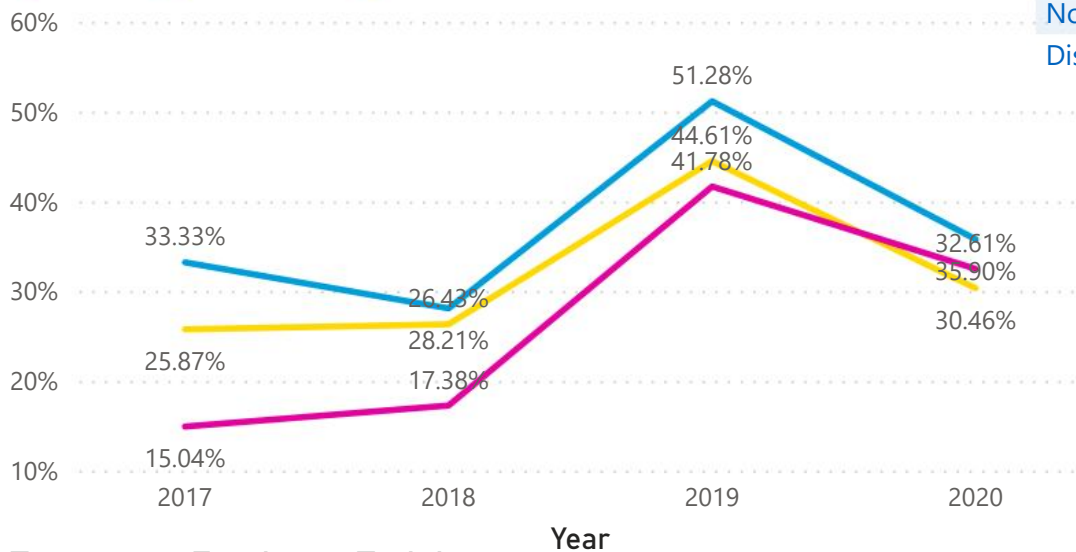
Total Employee Training

● Disabled ● Not Disabled ● Not Disclosed

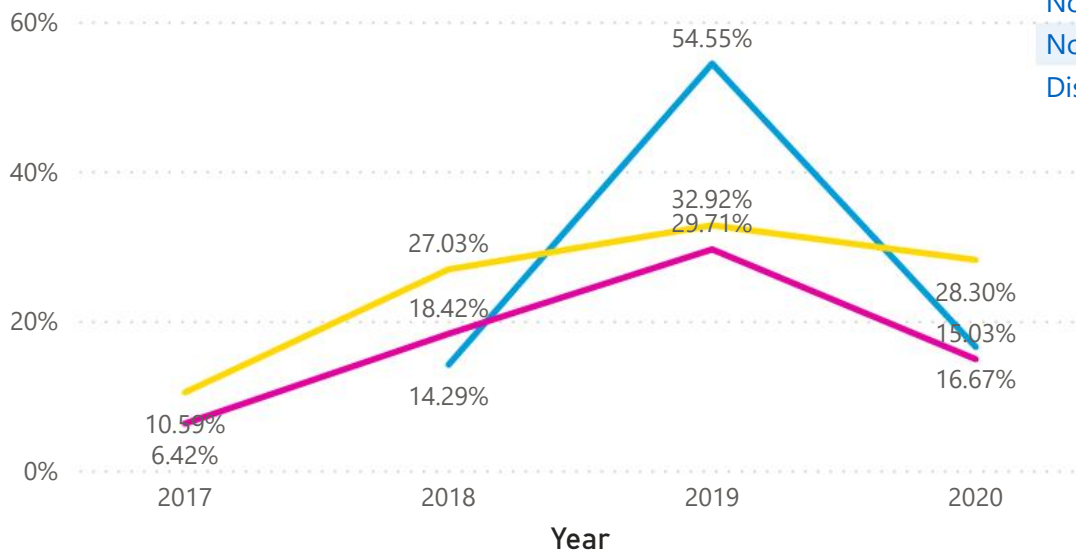| Details	2017	2018	2019	2020
Disabled	32.00%	26.09%	52.00%	31.37%
Not Disabled	24.65%	26.50%	43.28%	30.19%
Not Disclosed	13.11%	17.52%	39.47%	29.01%

Permanent Employee Training

● Disabled ● Not Disabled ● Not Disclosed

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

Temporary Employee Training

● Disabled ● Not Disabled ● Not Disclosed

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

Education - Employee Turnover - Disability

(Excluding Modern Apprentices and Skillseekers)

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

Education - Training - Disability

(Excluding Modern Apprentices and Skillseekers)

Training

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

North Ayrshire Council - Distribution Across Grade - Ethnicity
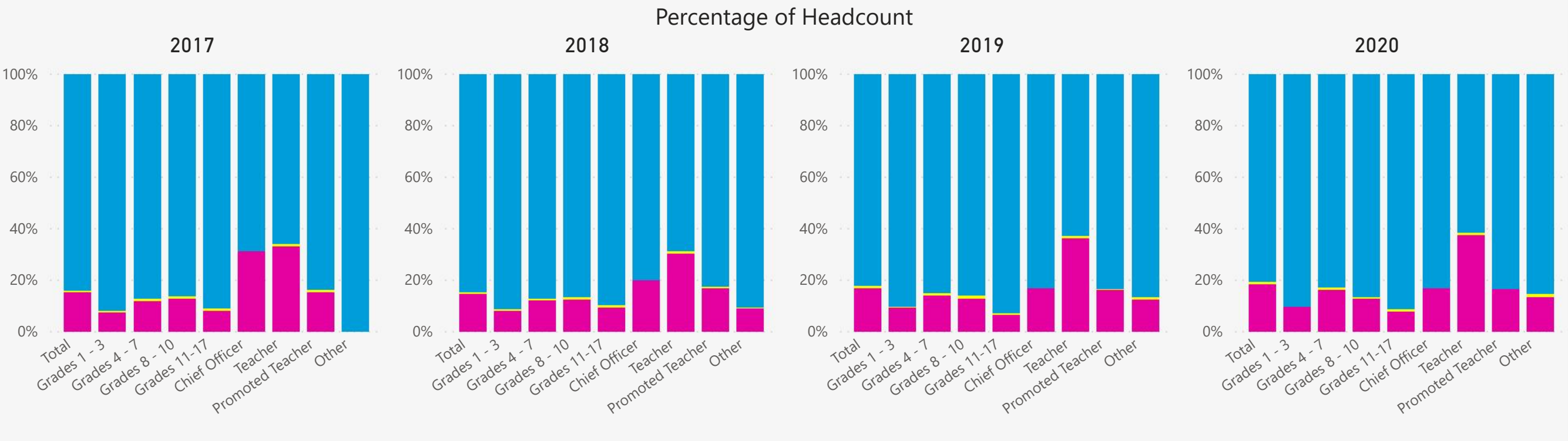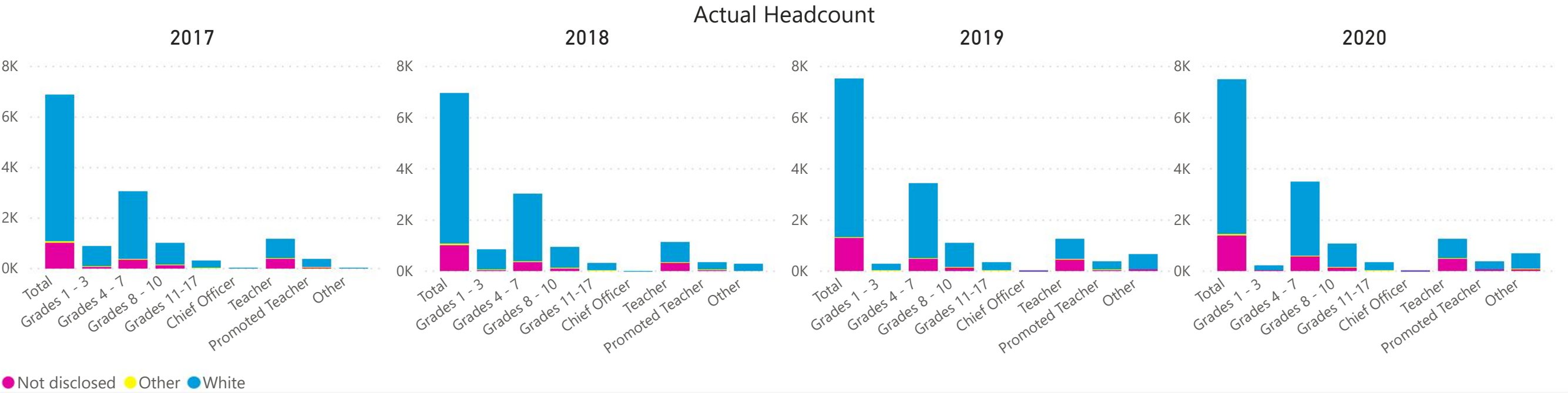
Actual Headcount

Legend: ● Not disclosed ● Other ● White
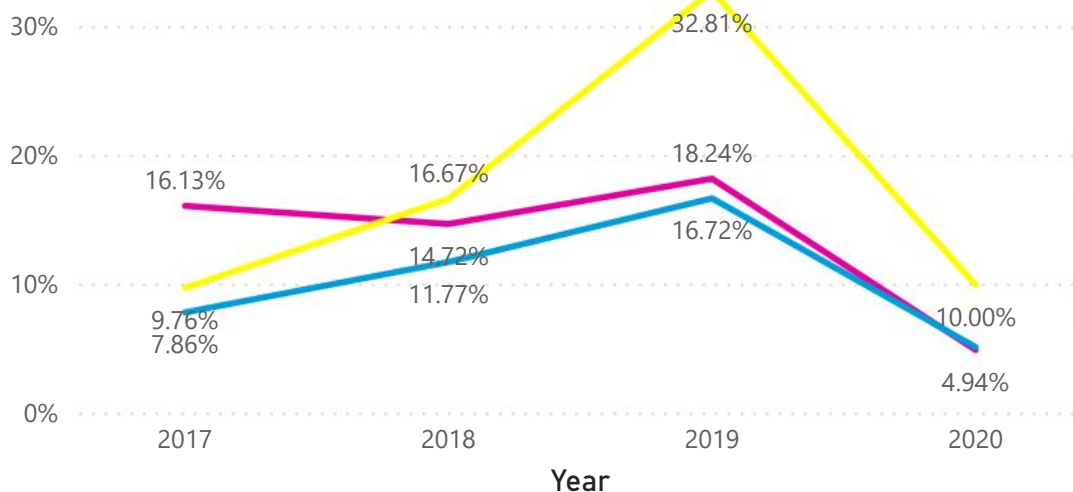
Percentage of Headcount

North Ayrshire Council - Employee Turnover - Ethnicity

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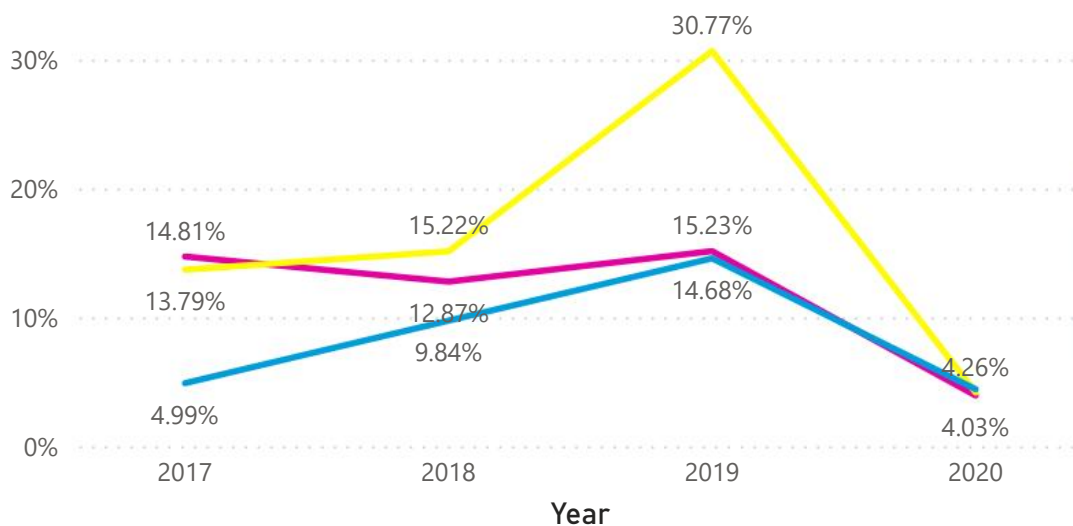
Total Employee Turnover

● Not Disclosed ● Other Ethnicity ● White

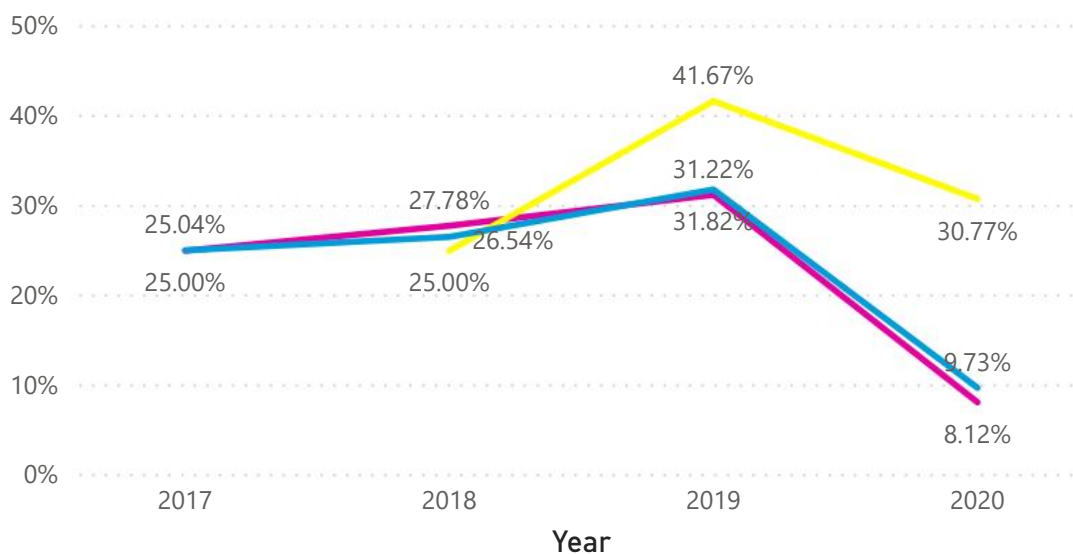| Year	Not Disclosed	Other Ethnicity	White
2017	16.13%	9.76%	7.86%
2018	14.72%	16.67%	11.77%
2019	18.24%	32.81%	16.72%
2020	4.94%	10.00%	5.17%

Permanent Employee Turnover

● Not Disclosed ● Other Ethnicity ● White

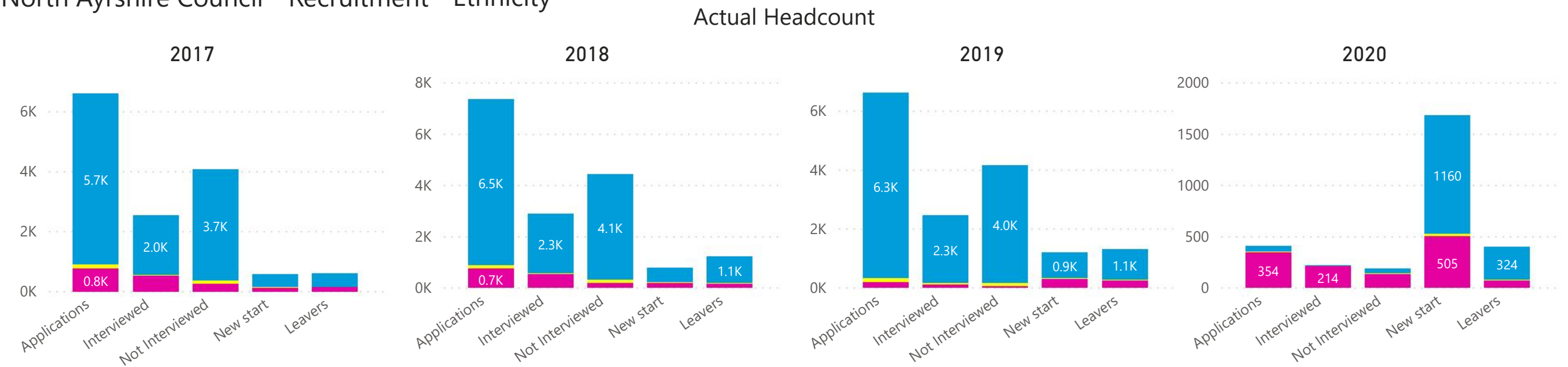| Year	Not Disclosed	Other Ethnicity	White
2017	14.81%	13.79%	4.99%
2018	12.87%	15.22%	9.84%
2019	15.23%	30.77%	14.68%
2020	4.03%	4.26%	4.52%

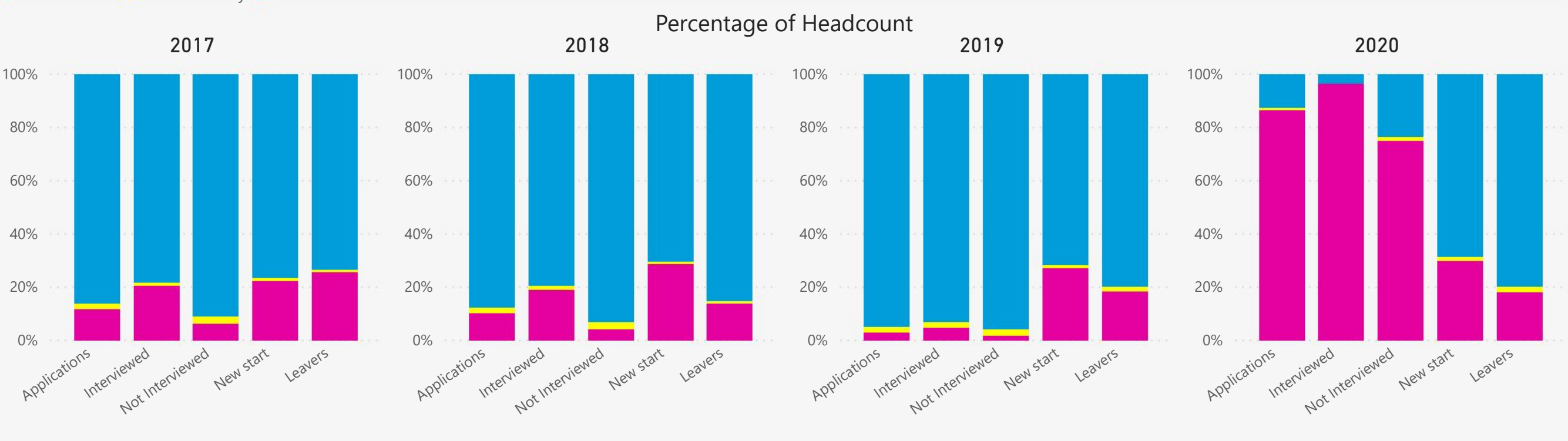## Temporary Employee Turnover

● Not Disclosed ● Other Ethnicity ● White

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

North Ayrshire Council - Recruitment - Ethnicity

Actual Headcount

Legend: ● Not disclosed ● Other Ethnicity ● White

2017
- Applications: White 5.7K, Not disclosed 0.8K
- Interviewed: White 2.0K
- Not Interviewed: White 3.7K
- New start
- Leavers

2018
- Applications: White 6.5K, Not disclosed 0.7K
- Interviewed: White 2.3K
- Not Interviewed: White 4.1K
- New start
- Leavers: 1.1K

2019
- Applications: White 6.3K
- Interviewed: White 2.3K
- Not Interviewed: White 4.0K
- New start: 0.9K
- Leavers: 1.1K

2020
- Applications: Not disclosed 354
- Interviewed: 214
- Not Interviewed
- New start: White 1160, Not disclosed 505
- Leavers: 324

Percentage of Headcount

2017 · 2018 · 2019 · 2020

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North Ayrshire Council - Training - Ethnicity

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

Legend: ● Not Disclosed ● Other Ethnicity ● White

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

137
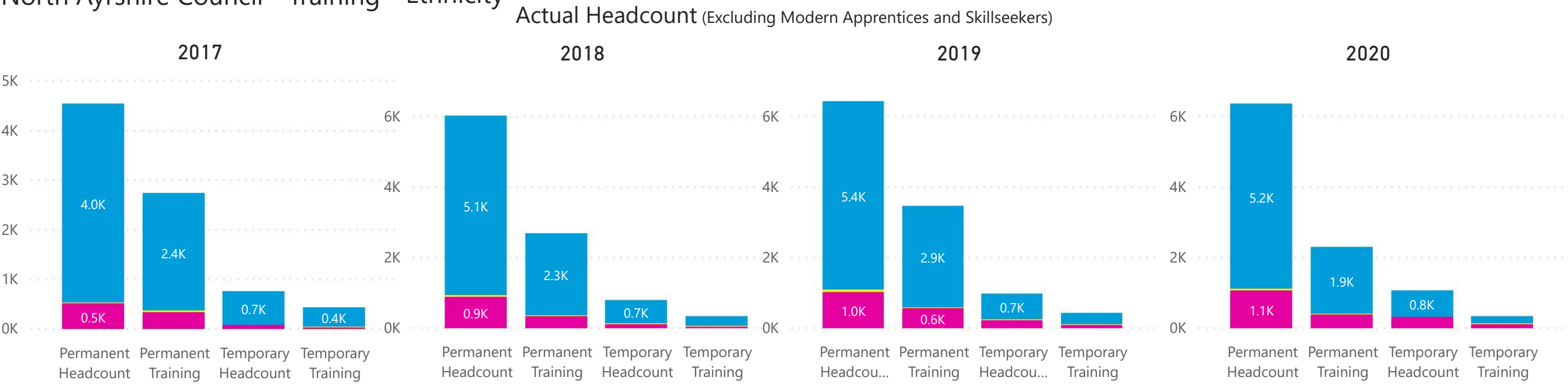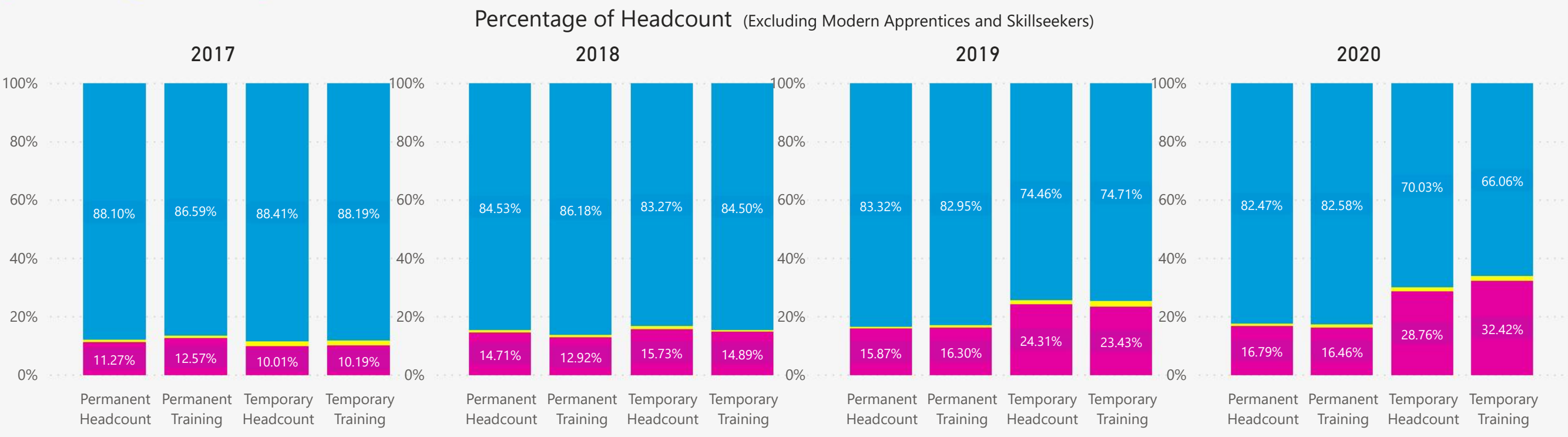
North Ayrshire Council - Training - Ethnicity

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

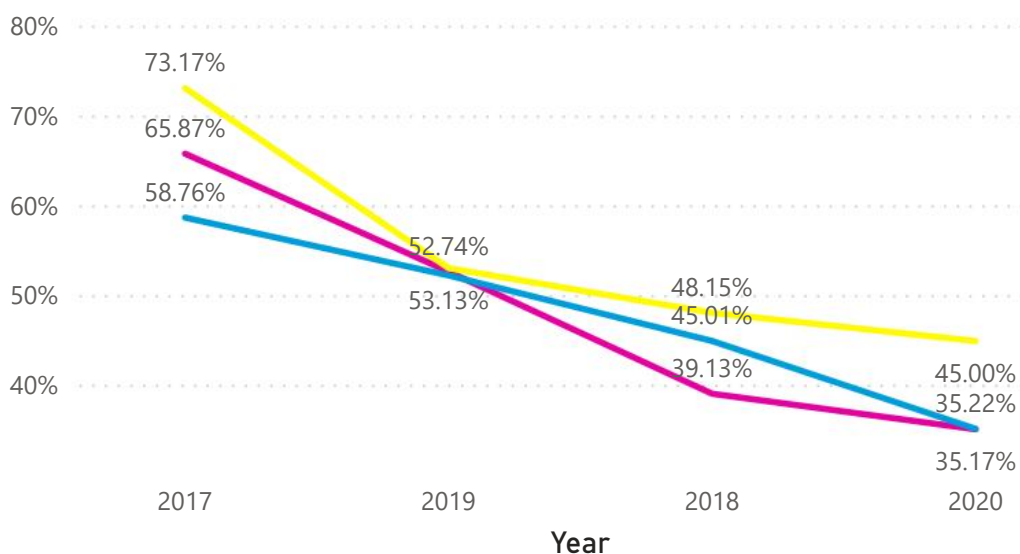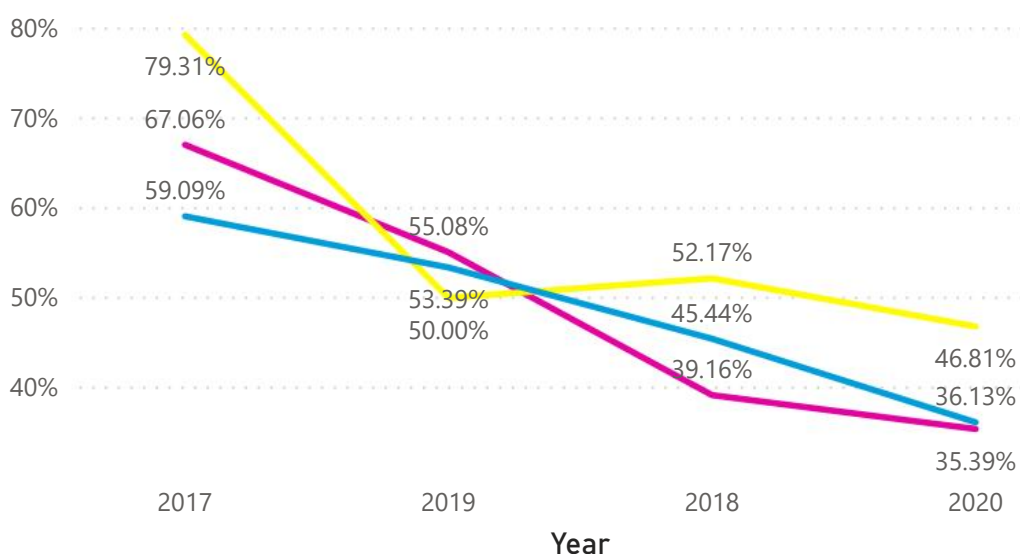### Total Employee Training

● Not Disclosed ● Other Ethnicity ● White

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

Permanent Employee Training

● Not Disclosed ● Other Ethnicity ● White

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

Temporary Employee Training

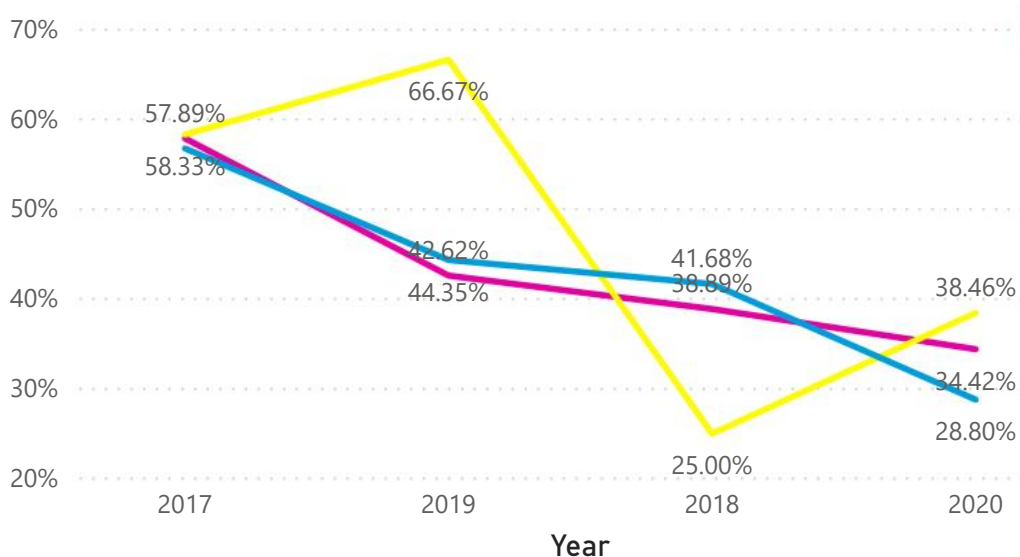● Not Disclosed ● Other Ethnicity ● White

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

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North Ayrshire Council - Distribution Across Grade - Ethnicity

Headcount

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

Headcount by Grade

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

North Ayrshire Council - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

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

North Ayrshire Council - Recruitment and Training - Ethnicity

Recruitment

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

## Training (Excluding Modern Apprentices and Skillseekers)

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

Education - Employee Turnover - Ethnicity

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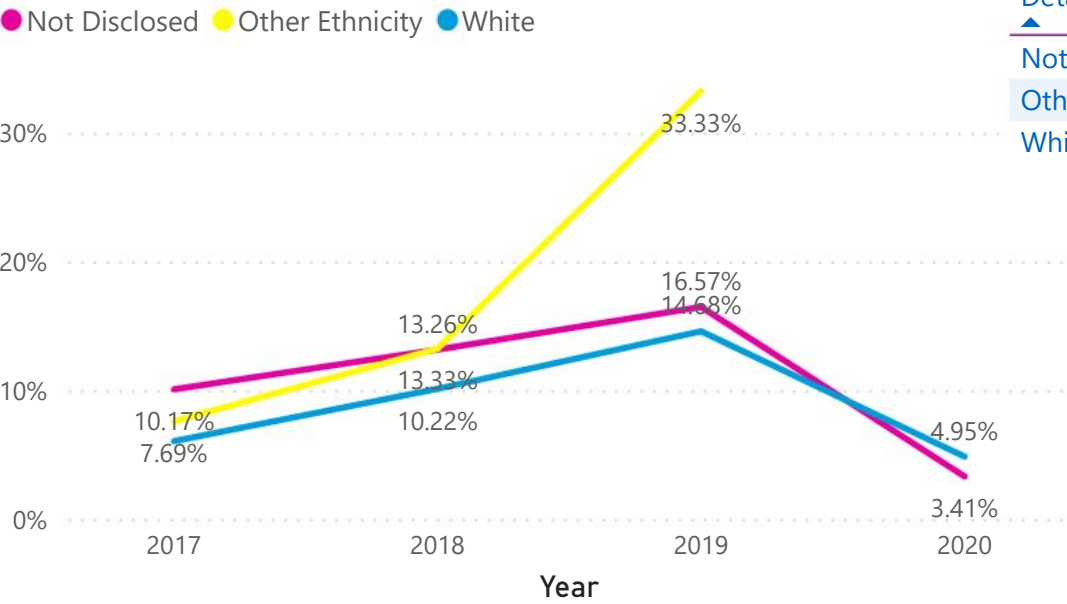
Total Employee Turnover

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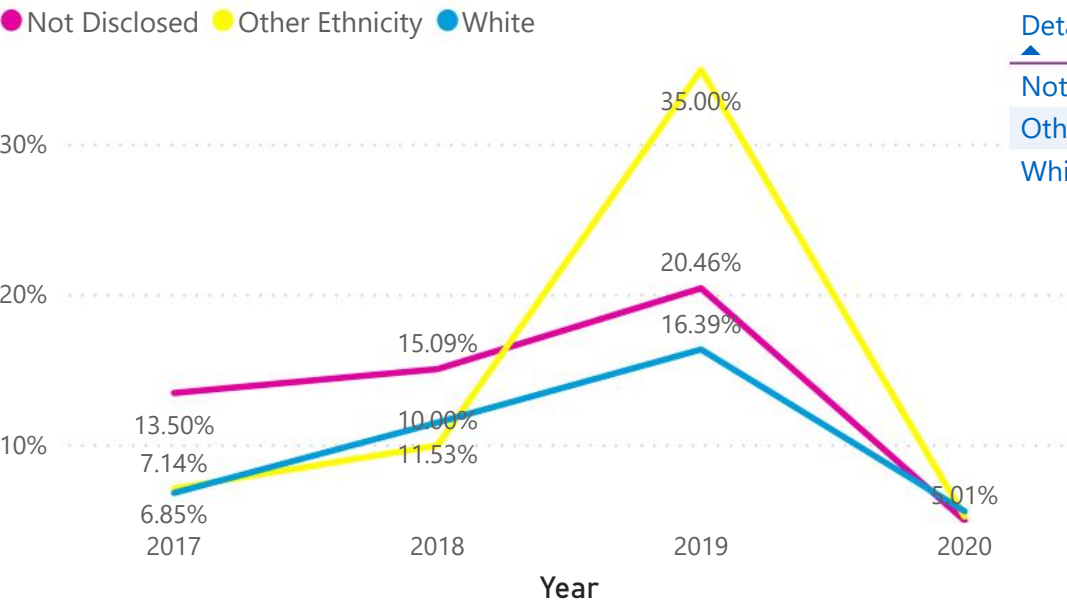
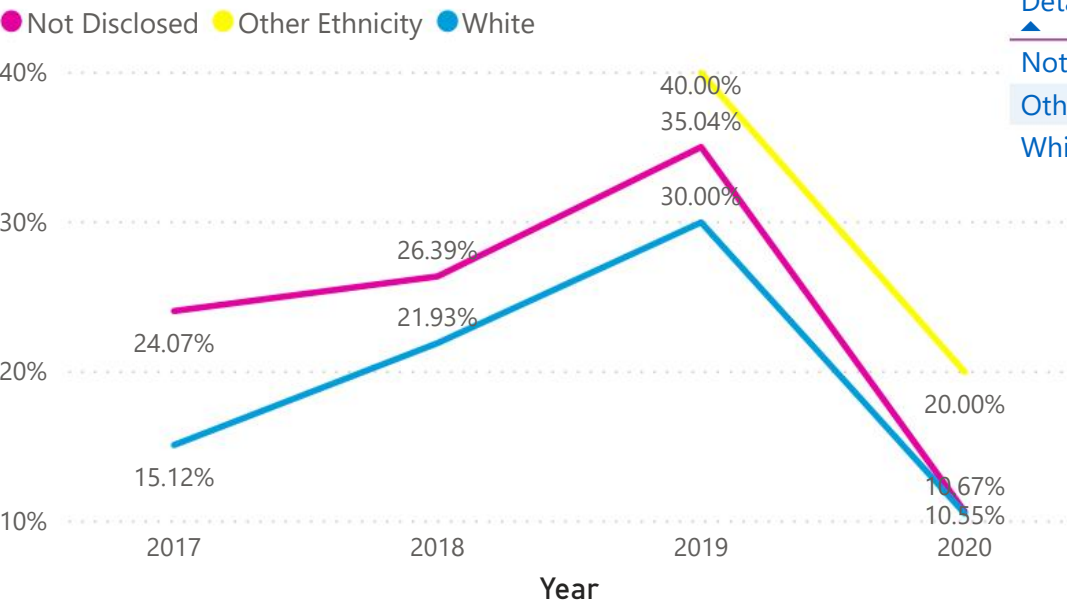| Details	2017	2018	2019	2020
Not Disclosed	13.50%	15.09%	20.46%	5.01%
Other Ethnicity	7.14%	10.00%	35.00%	5.26%
White	6.85%	11.53%	16.39%	5.63%

(Line chart) Year axis: 2017, 2018, 2019, 2020. Y-axis 10%–30%.
- Other Ethnicity: 7.14%, 10.00%, 35.00%, 5.01%
- Not Disclosed: 13.50%, 15.09%, 20.46%
- White: 6.85%, 11.53%, 16.39%

Permanent Employee Turnover

● Not Disclosed ● Other Ethnicity ● White

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

(Line chart) Year axis: 2017, 2018, 2019, 2020. Y-axis 0%–30%.
- Other Ethnicity: 7.69%, 13.33%, 33.33%
- Not Disclosed: 10.17%, 13.26%, 16.57%, 3.41%
- White: 10.22%, 14.68%, 4.95%

Temporary Employee Turnover

● Not Disclosed ● Other Ethnicity ● White

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

(Line chart) Year axis: 2017, 2018, 2019, 2020. Y-axis 10%–40%.
- Other Ethnicity: 40.00%, 20.00%
- Not Disclosed: 24.07%, 26.39%, 35.04%, 10.67%
- White: 15.12%, 21.93%, 30.00%, 10.55%

Education - Training - Ethnicity

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2017

Permanent Headcount	White: 1024, Not Disclosed: 344
Permanent Training	267
Temporary Headcount	108
Temporary Training	

2018

Permanent Headcount	White: 1801, Not Disclosed: 445
Permanent Training	471
Temporary Headcount	228
Temporary Training	

2019

Permanent Headcount	White: 2.0K, Not Disclosed: 0.5K
Permanent Training	0.9K, 0.2K
Temporary Headcount	0.3K
Temporary Training	

2020

Permanent Headcount	White: 2.0K, Not Disclosed: 0.5K
Permanent Training	0.6K
Temporary Headcount	0.3K
Temporary Training	

● Not Disclosed   ● Other Ethnicity   ● White

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017

	White	Not Disclosed
Permanent Headcount	74.15%	24.91%
Permanent Training	83.96%	15.72%
Temporary Headcount	44.10%	55.38%
Temporary Training	50.00%	50.00%

2018

	White	Not Disclosed
Permanent Headcount	79.66%	19.68%
Permanent Training	85.33%	13.95%
Temporary Headcount	74.75%	23.61%
Temporary Training	81.33%	17.33%

2019

	White	Not Disclosed
Permanent Headcount	79.02%	20.38%
Permanent Training	80.25%	19.21%
Temporary Headcount	63.78%	34.95%
Temporary Training	66.14%	32.28%

2020

	White	Not Disclosed
Permanent Headcount	78.51%	20.94%
Permanent Training	77.91%	21.71%
Temporary Headcount	63.95%	34.88%
Temporary Training	78.00%	21.00%

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Education - Training - Ethnicity

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

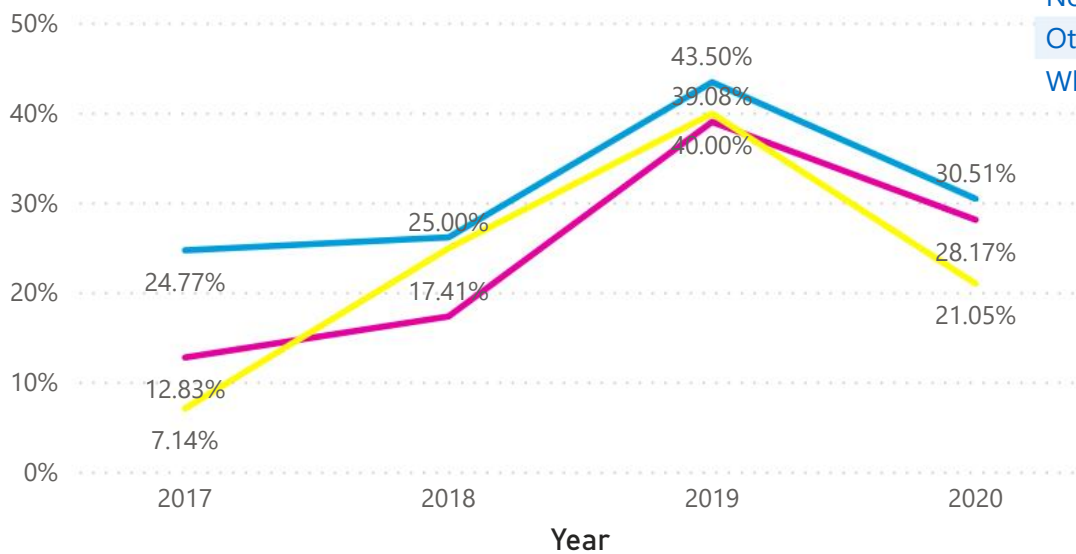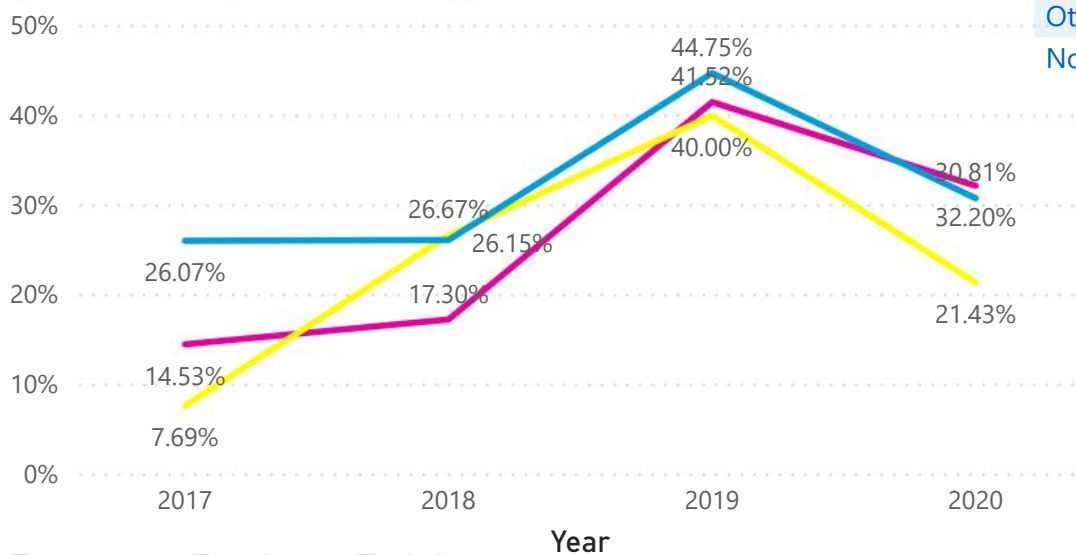### Total Employee Training

● Not Disclosed ● Other Ethnicity ● White

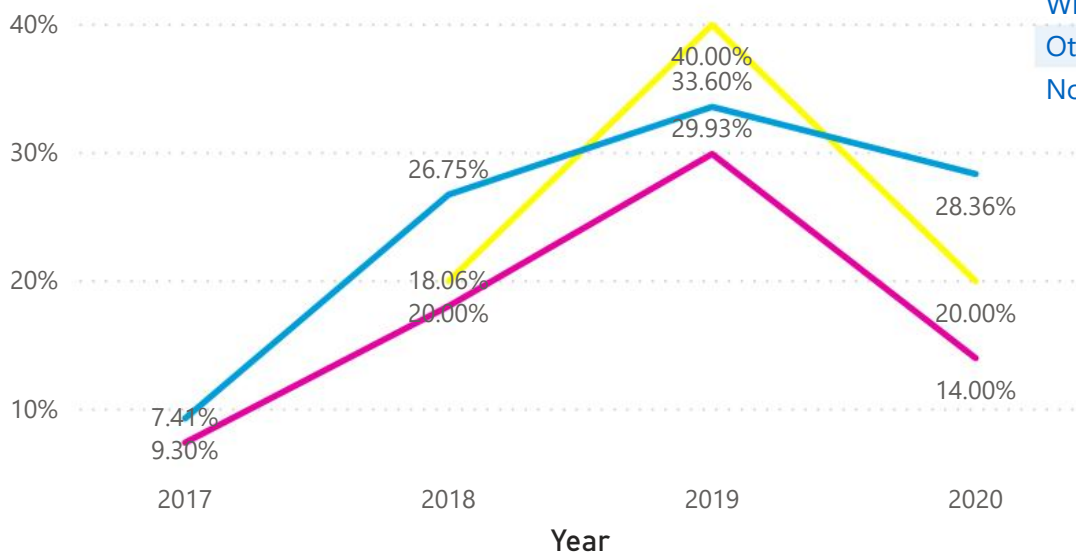| Details	2017	2018	2019	2020
Not Disclosed	12.83%	17.41%	39.08%	28.17%
Other Ethnicity	7.14%	25.00%	40.00%	21.05%
White	24.77%	26.22%	43.50%	30.51%

Permanent Employee Training

● Not Disclosed ● Other Ethnicity ● White

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

Temporary Employee Training

● Not Disclosed ● Other Ethnicity ● White

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

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Education - Employee Turnover - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

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

Education - Training - Ethnicity

(Excluding Modern Apprentices and Skillseekers)

Training

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

North Ayrshire Council - Distribution Across Grade - Religious Belief
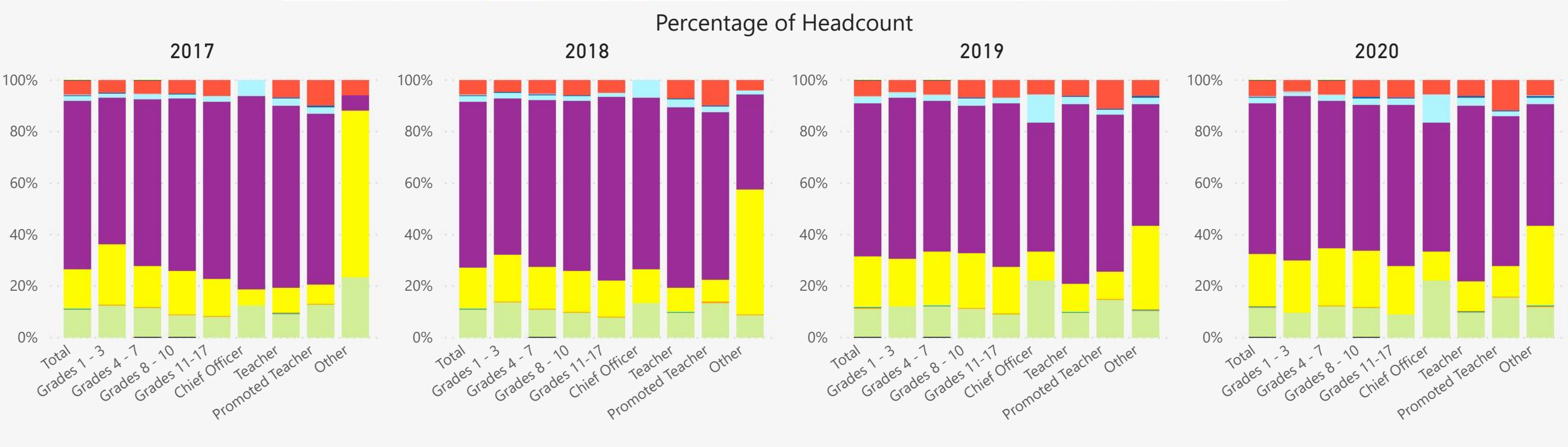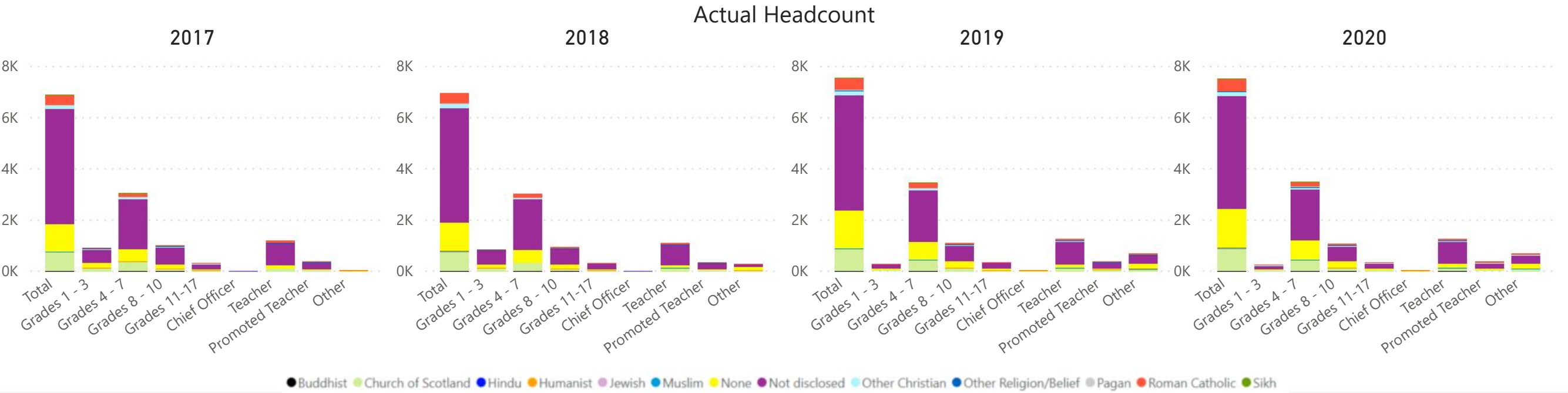
Actual Headcount

Percentage of Headcount

North Ayrshire Council - Employee Turnover - Religious Belief   (Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.
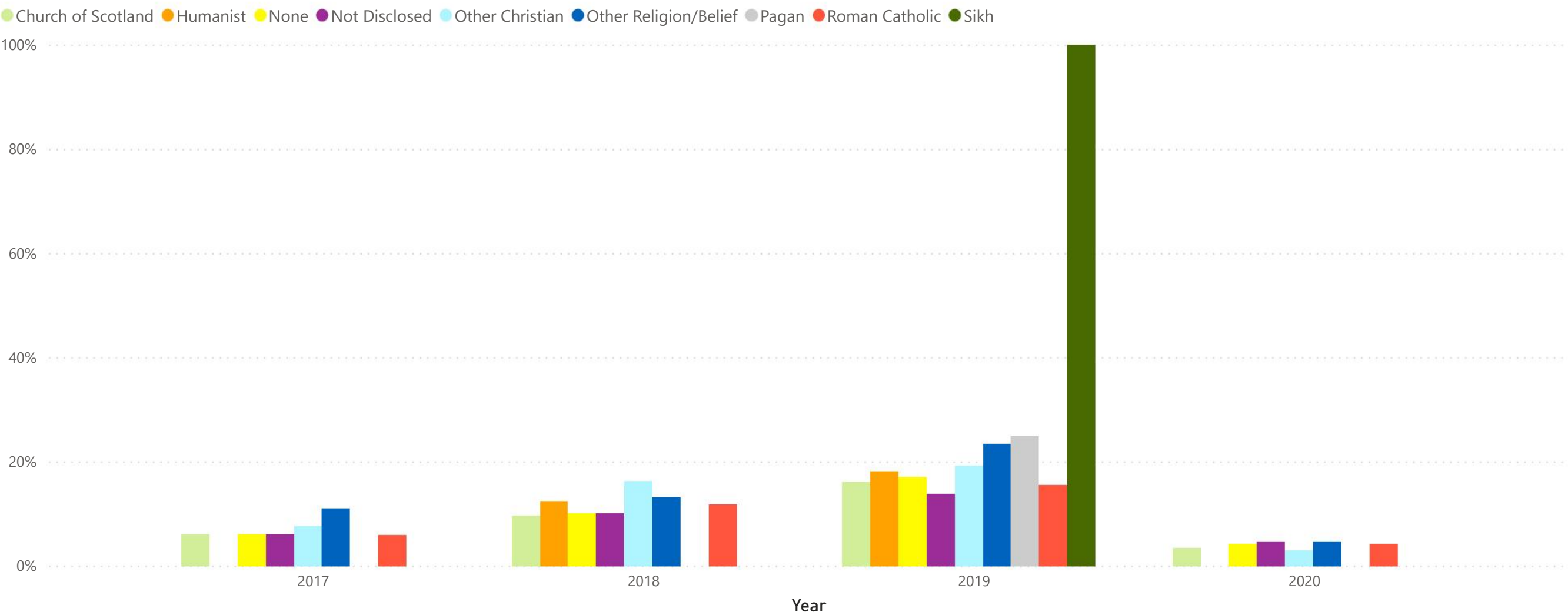
Total Employee Turnover
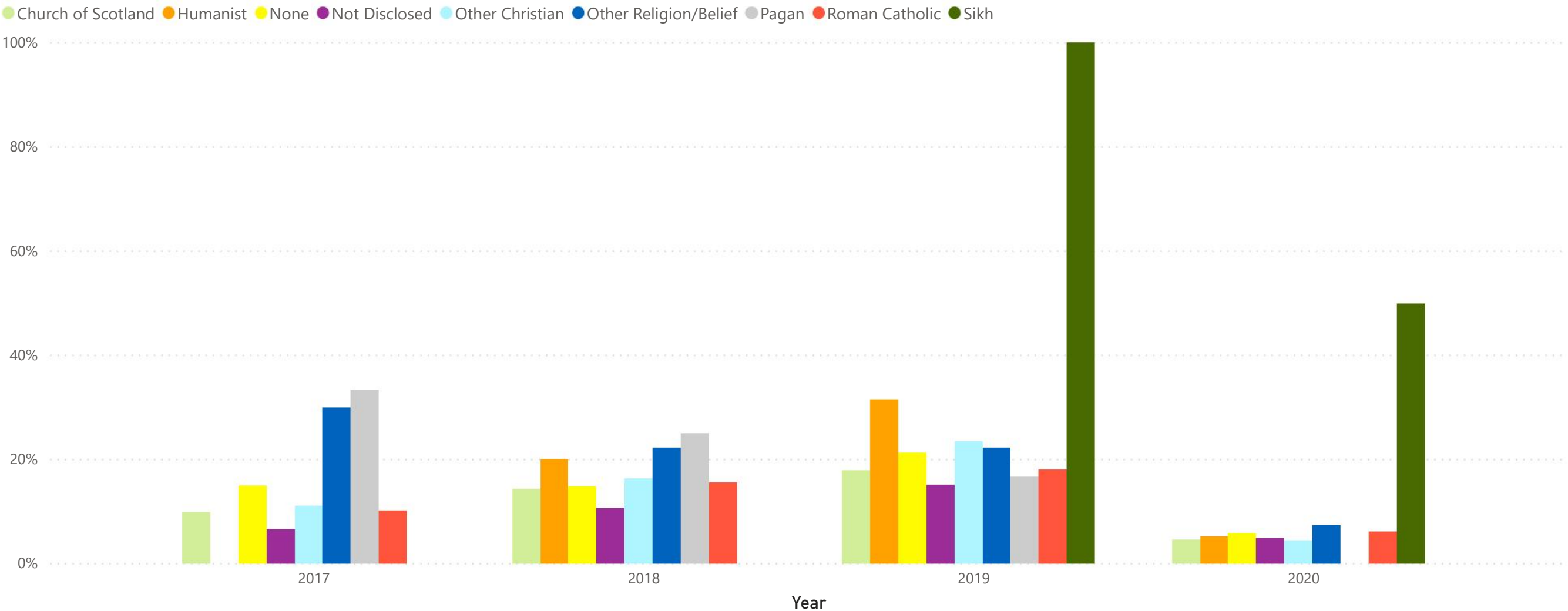
Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	9.86%		15.04%	6.66%	11.11%	30.00%	33.33%	10.18%	
2018	14.29%	20.00%	14.85%	10.67%	16.33%	22.22%	25.00%	15.62%	
2019	17.96%	31.58%	21.28%	15.17%	23.46%	22.22%	16.67%	18.08%	100.00%
2020	4.61%	5.26%	5.77%	4.98%	4.44%	7.41%		6.10%	50.00%

North Ayrshire Council - Employee Turnover - Religious Belief

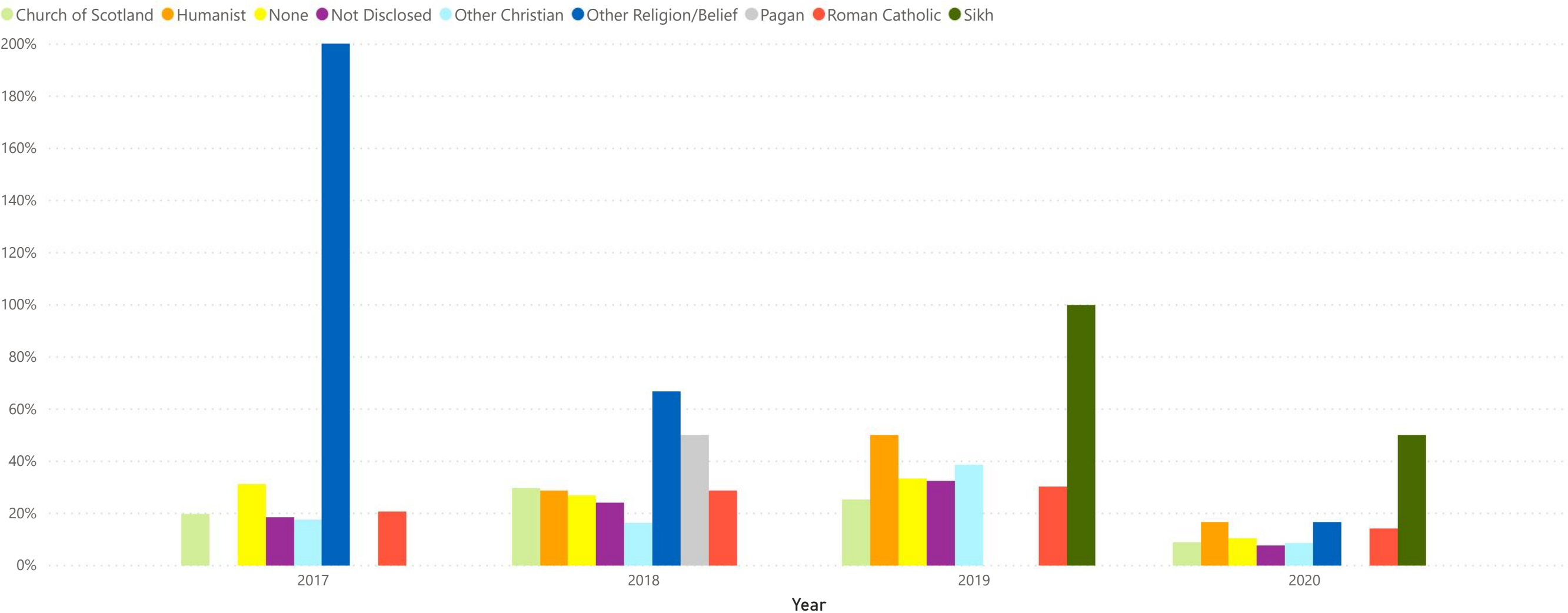(Excluding Modern Apprentices and Skillseekers) Shown as percentage of protected characteristic.

Permanent Employee Turnover

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

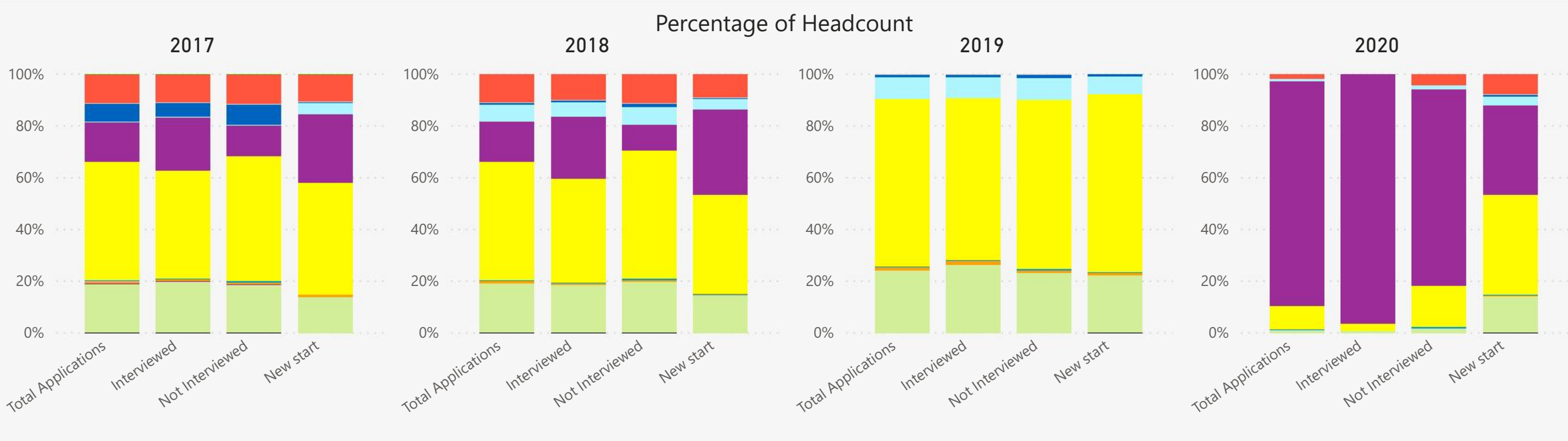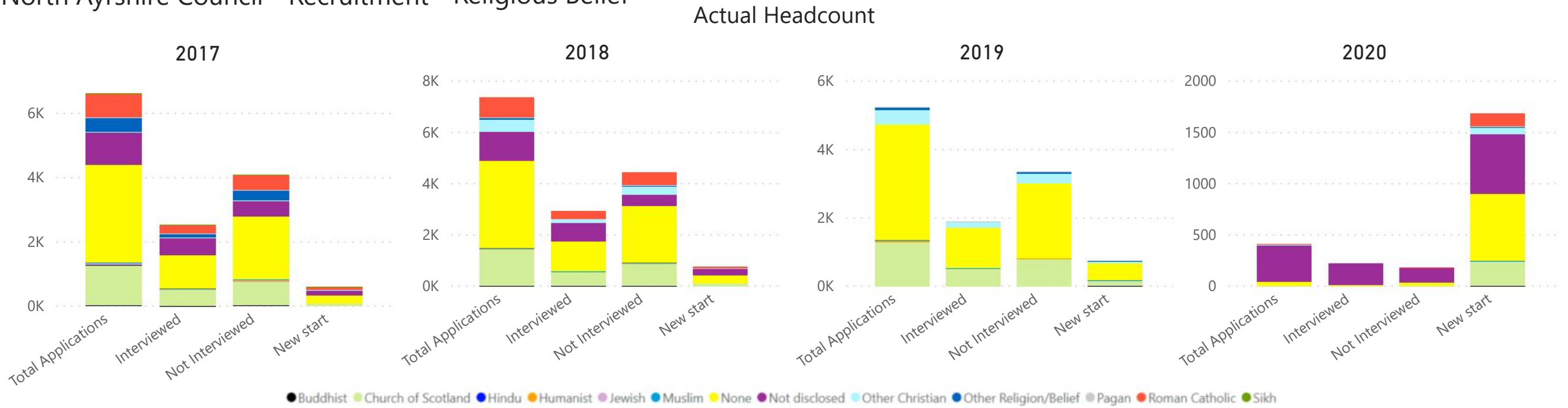| Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	6.10%		6.18%	6.13%	7.69%	11.11%		6.06%	
2018	9.65%	12.50%	10.24%	10.25%	16.35%	13.33%		11.94%	
2019	16.23%	18.18%	17.19%	13.82%	19.29%	23.53%	25.00%	15.53%	100.00%
2020	3.57%		4.22%	4.73%	2.99%	4.76%		4.28%	

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

Temporary Employee Turnover

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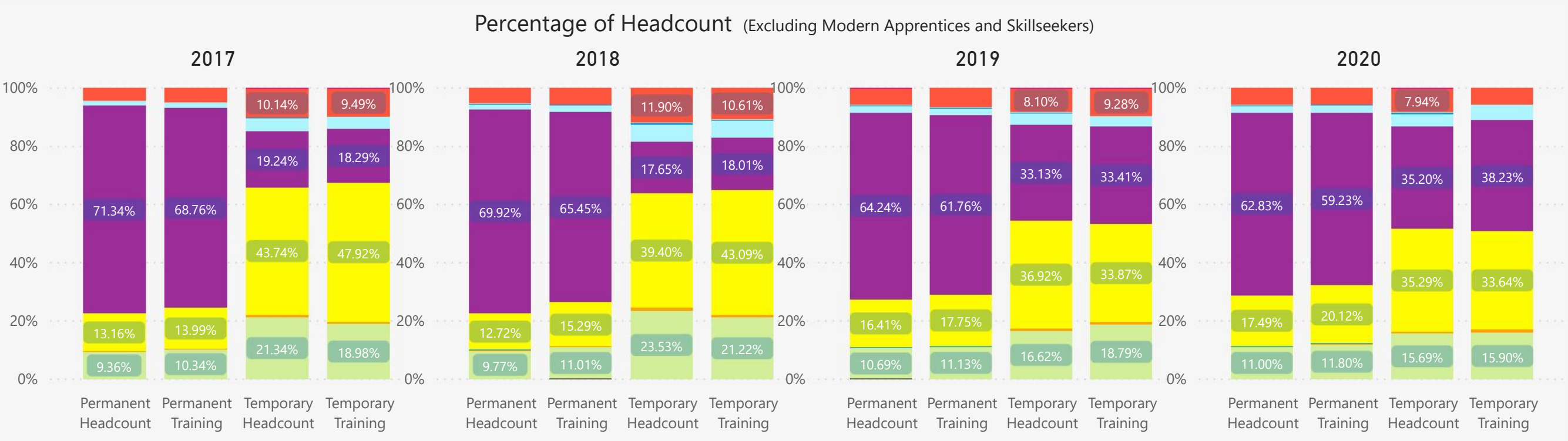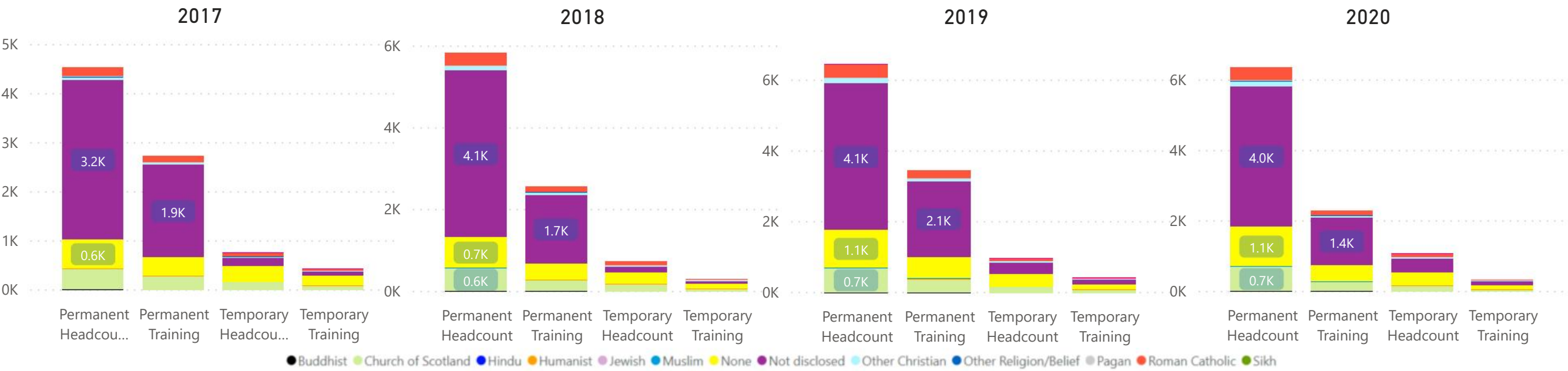

Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic	Sikh
2017	19.75%		31.02%	18.49%	17.65%	200.00%		20.78%	
2018	29.65%	28.57%	26.74%	24.03%	16.28%	66.67%	50.00%	28.74%	
2019	25.31%	50.00%	33.33%	32.51%	38.46%			30.38%	100.00%
2020	8.93%	16.67%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

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North Ayrshire Council - Recruitment - Religious Belief

Actual Headcount

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

Percentage of Headcount

North Ayrshire Council - Training - Religious Belief

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

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

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

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North Ayrshire Council - Distribution Across Grade - Religious Belief

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

North Ayrshire Council - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

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

North Ayrshire Council - Recruitment - Religious Belief

Recruitment

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

North Ayrshire Council - Training - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Training

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

North Ayrshire Council - Training - Religious Belief

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

Total Employee Training

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

Permanent Employee Training

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

Temporary Employee Training

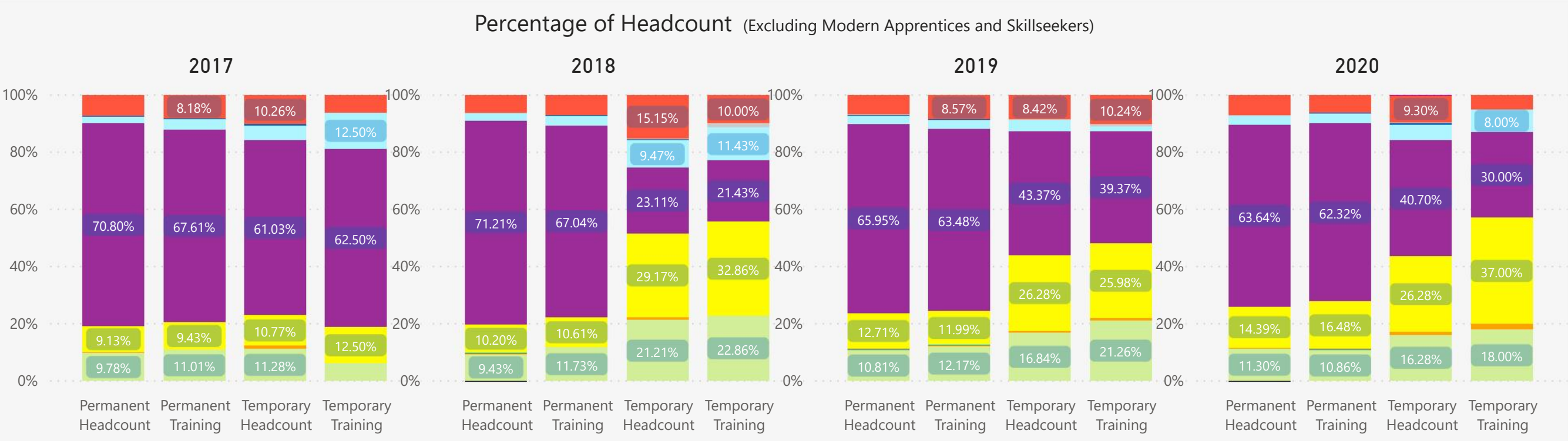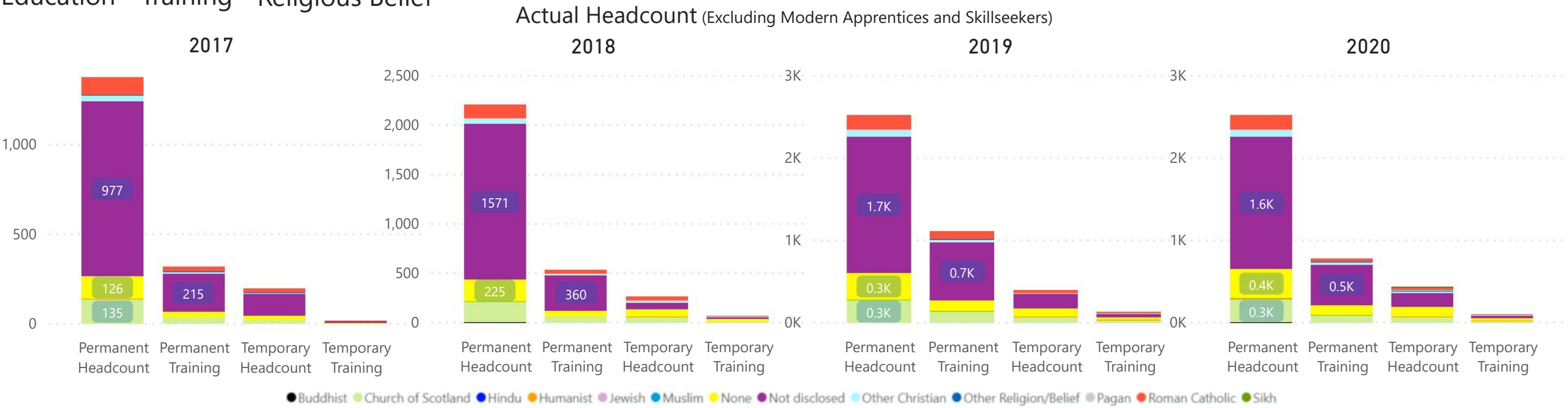| Details	2017	2018	2019	2020
Church of Scotland	50.62%	38.37%	50.00%	30.95%
Humanist	50.00%	28.57%	37.50%	66.67%
None	62.35%	46.53%	40.56%	29.10%
Not Disclosed	54.11%	43.41%	44.58%	33.16%
Not Disclosed (raw)			43.03%	33.97%
Other Christian	55.88%	41.86%	35.90%	36.96%
Other Religion/Belief		33.33%		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

Education – Employee Turnover – Religious Belief

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

Total Employee Turnover

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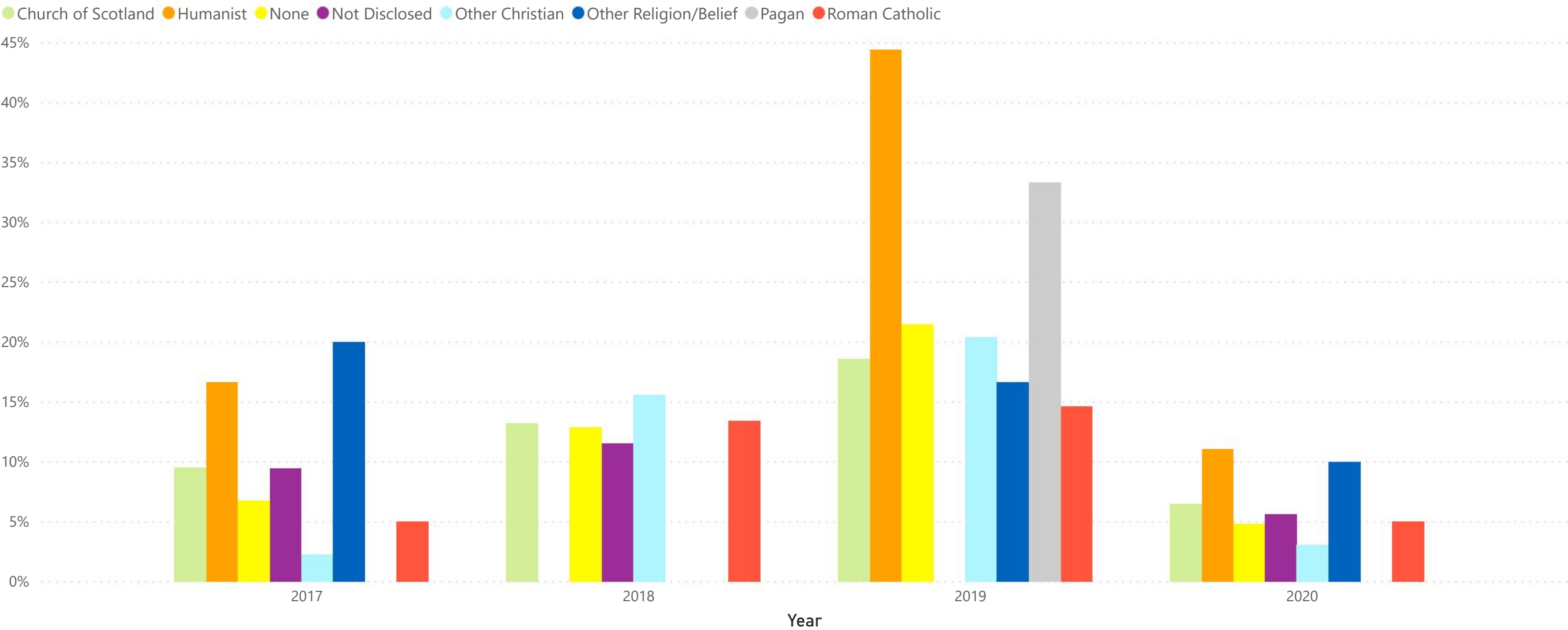
Year	Church of Scotland	Humanist	None	Not Disclosed	Other Christian	Other Religion/Belief	Pagan	Roman Catholic
2017	9.55%	16.67%	6.80%	9.49%	2.27%	20.00%		5.00%
2018	13.26%		12.91%	11.52%	15.58%			13.41%
2019	18.64%	44.44%	21.51%		20.43%	16.67%	33.33%	14.63%
2020	6.48%	11.11%	4.83%	5.62%	3.09%	10.00%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

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Education - Training - Religious Belief

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

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

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

Education - Employee Turnover - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

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

Education - Employee Turnover - Religious Belief

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

Total Employee Turnover

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

Permanent Employee Turnover

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

Temporary Employee Turnover

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

Education - Training - Religious Belief

(Excluding Modern Apprentices and Skillseekers)

Training

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

Education - Training - Religious Belief

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

Total Employee Training

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

Permanent Employee Training

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

Temporary Employee Training

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

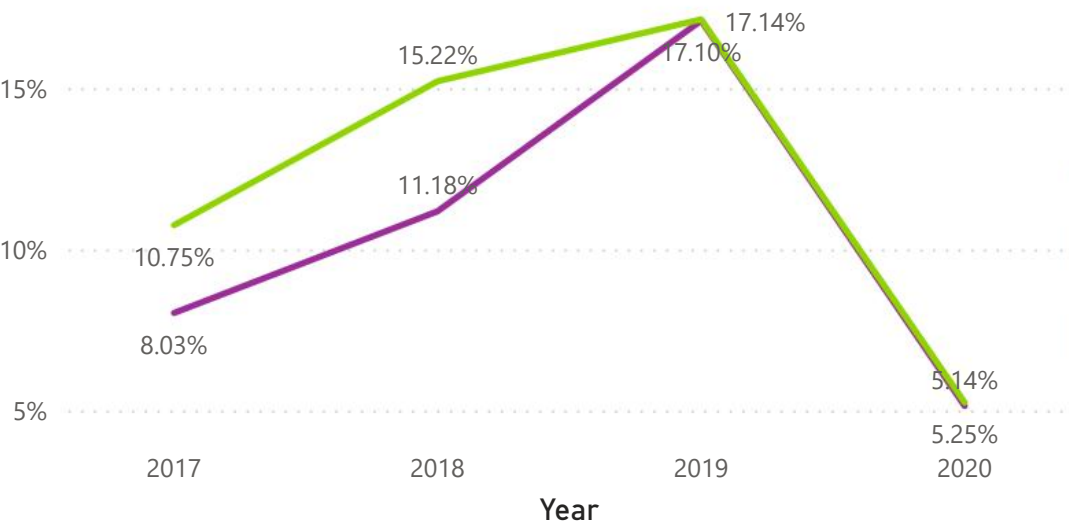North Ayrshire Council - Distribution Across Grade - Sex
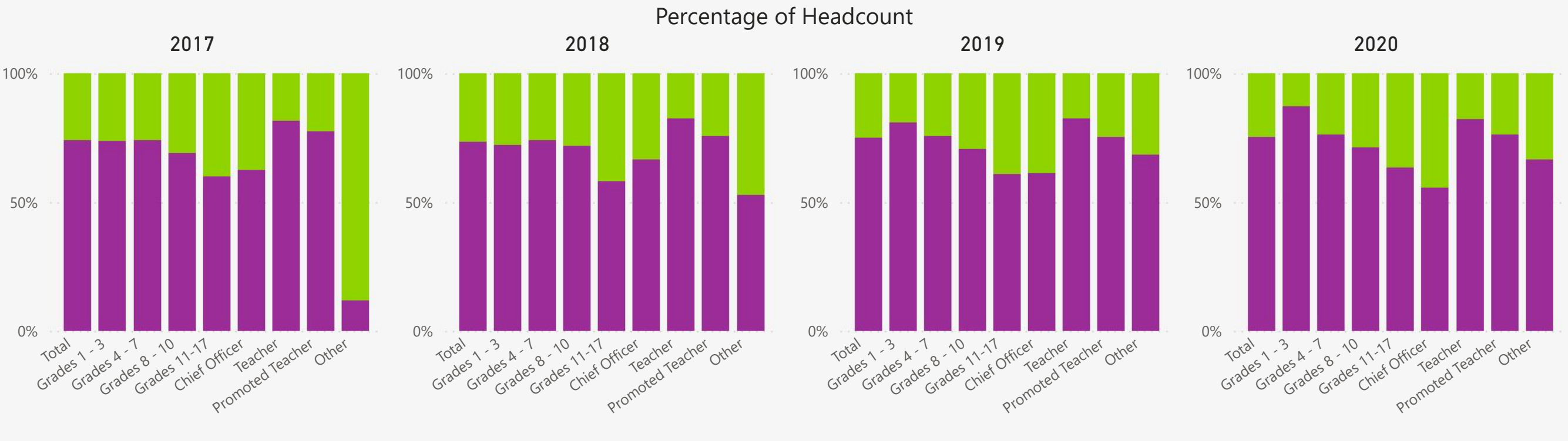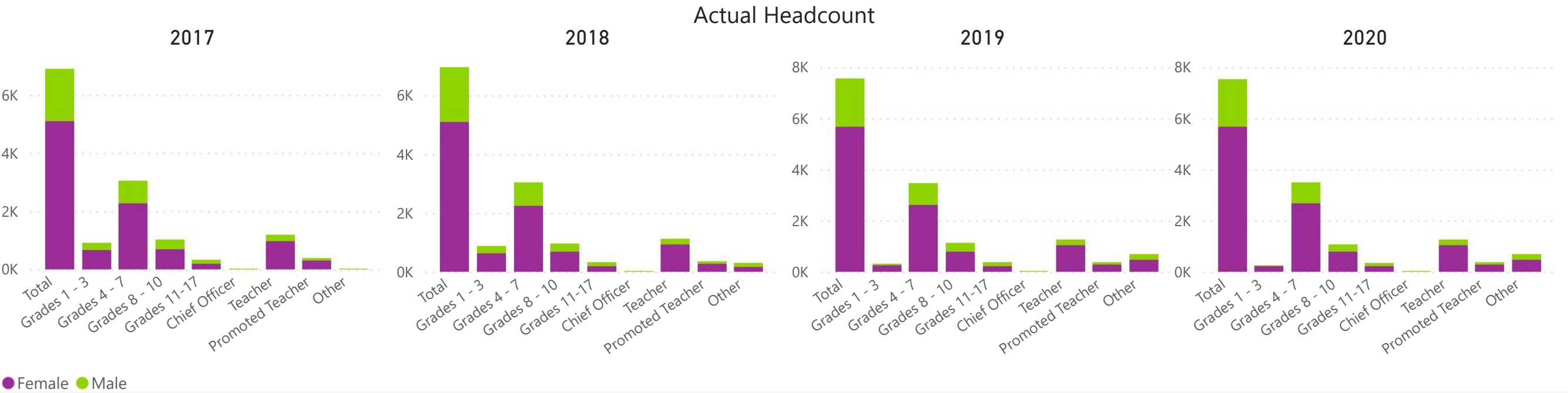
Actual Headcount

Percentage of Headcount

Female Male

164

North Ayrshire Council - Employee Turnover - Sex

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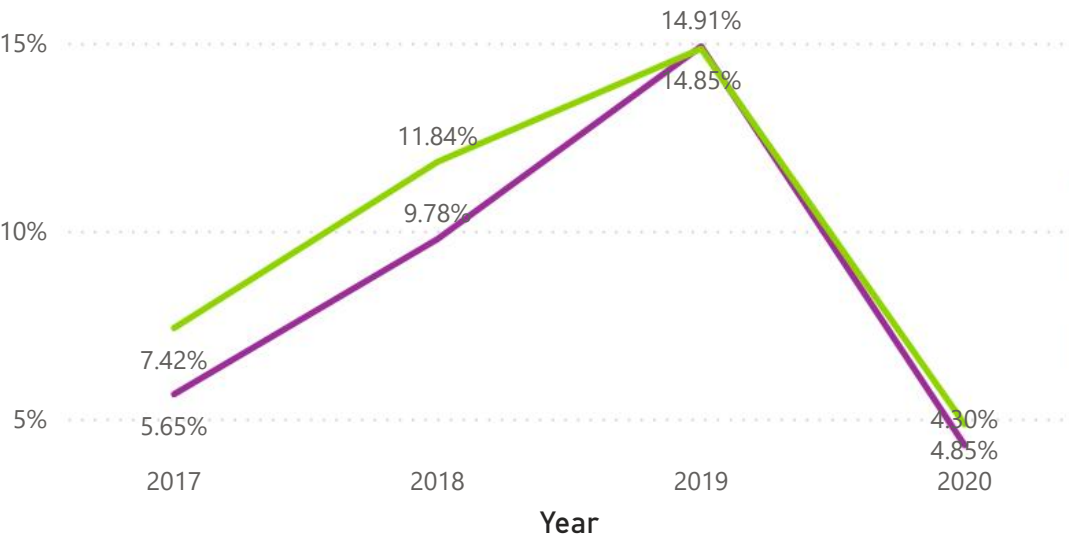
Total Employee Turnover

● Female ● Male

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

Permanent Employee Turnover

● Female ● Male

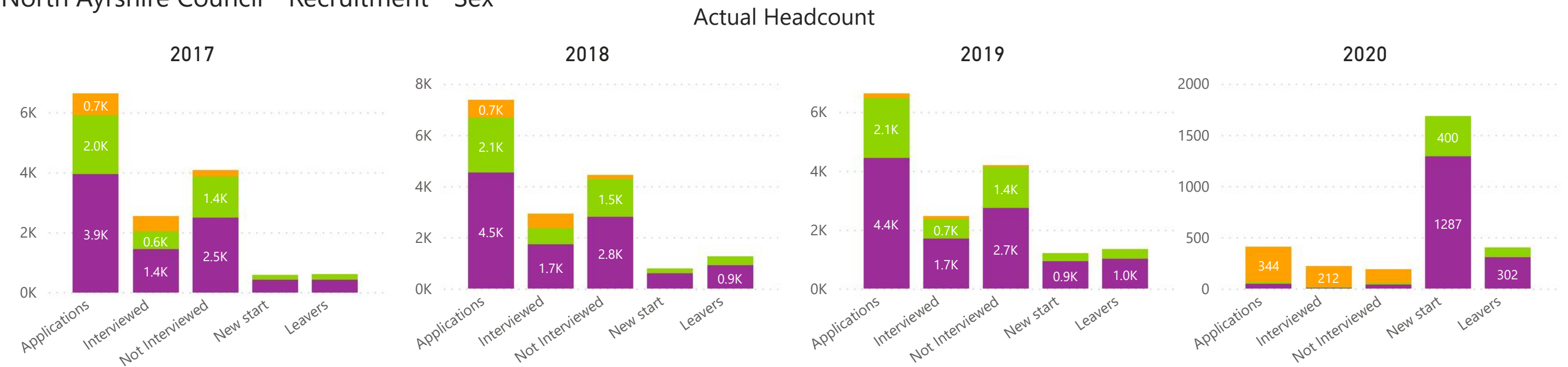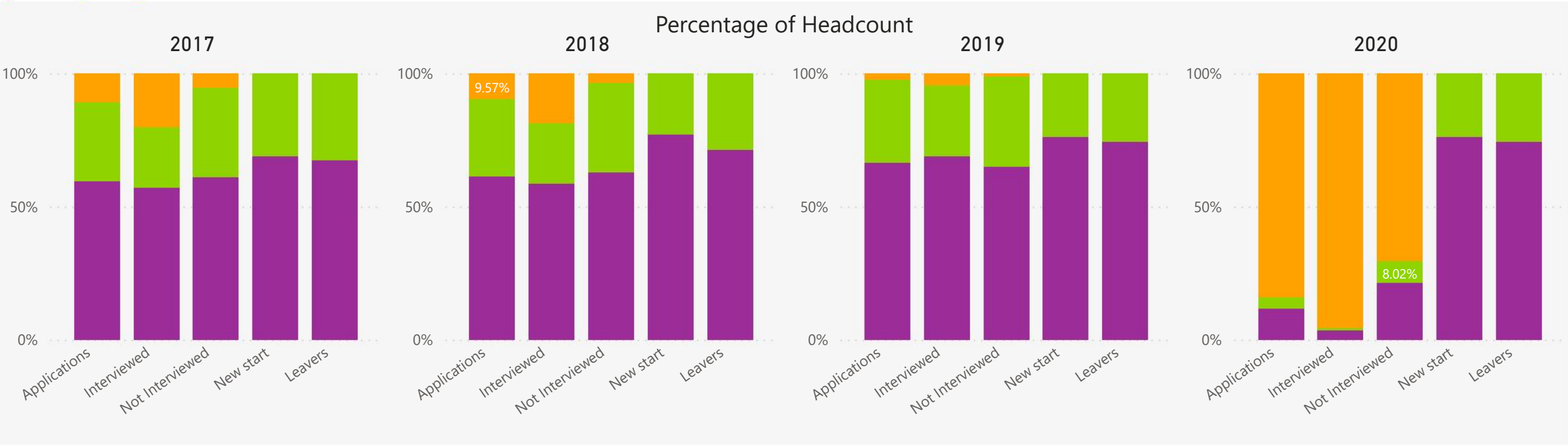| Year	Female	Male
2017	5.65%	7.42%
2018	9.78%	11.84%
2019	14.91%	14.85%
2020	4.30%	4.85%

Temporary Employee Turnover
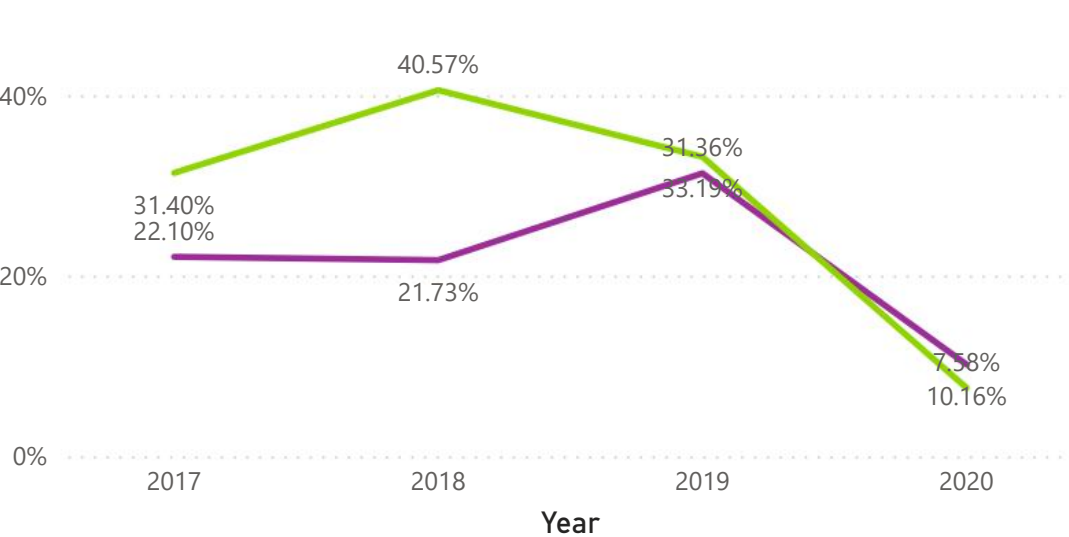
● Female ● Male

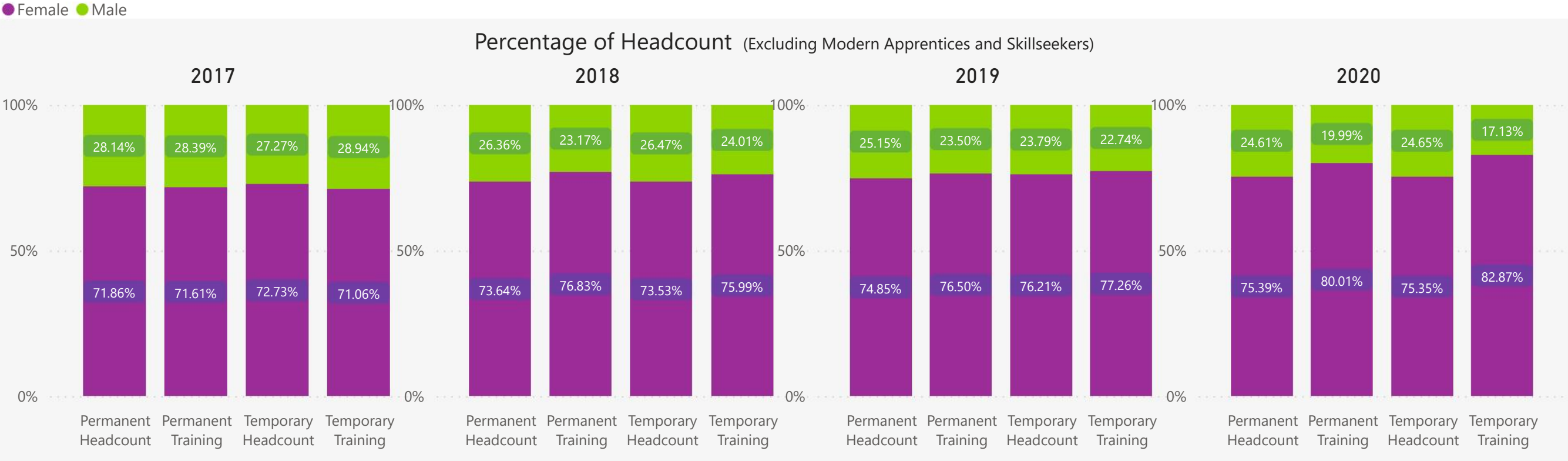| Year	Female	Male
2017	22.10%	31.40%
2018	21.73%	40.57%
2019	31.36%	33.19%
2020	10.16%	7.58%

165

North Ayrshire Council - Recruitment - Sex

Actual Headcount

Legend: ● Female ● Male ● Not disclosed

Percentage of Headcount

166

North Ayrshire Council - Training - Sex

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2017

2018

2019

2020

● Female ● Male

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017

	Female	Male
Permanent Headcount	71.86%	28.14%
Permanent Training	71.61%	28.39%
Temporary Headcount	72.73%	27.27%
Temporary Training	71.06%	28.94%

2018

	Female	Male
Permanent Headcount	73.64%	26.36%
Permanent Training	76.83%	23.17%
Temporary Headcount	73.53%	26.47%
Temporary Training	75.99%	24.01%

2019

	Female	Male
Permanent Headcount	74.85%	25.15%
Permanent Training	76.50%	23.50%
Temporary Headcount	76.21%	23.79%
Temporary Training	77.26%	22.74%

2020

	Female	Male
Permanent Headcount	75.39%	24.61%
Permanent Training	80.01%	19.99%
Temporary Headcount	75.35%	24.65%
Temporary Training	82.87%	17.13%

North Ayrshire Council - Training - Sex

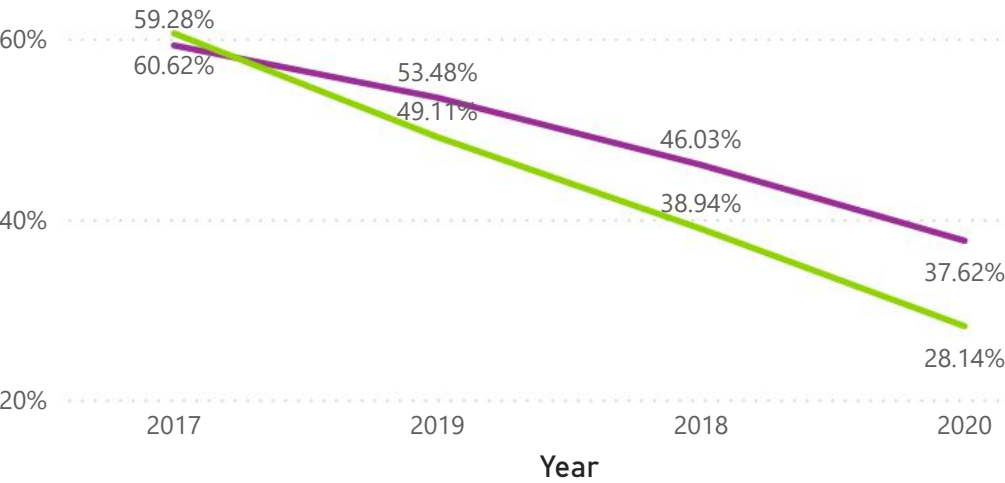## Employee Training as Percentage of Characteristic (Excluding Modern Apprentices and Skillseekers)
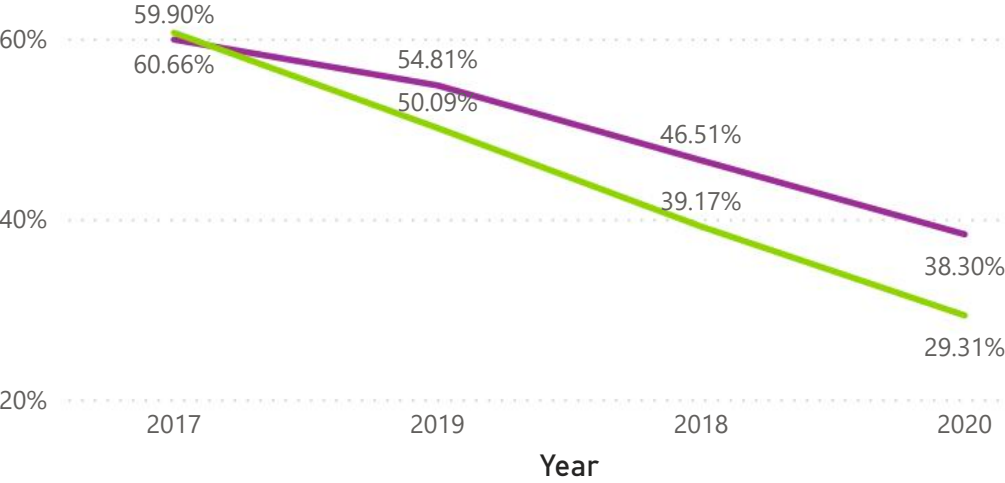
Total Employee Training

● Female ● Male

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

Permanent Employee Training

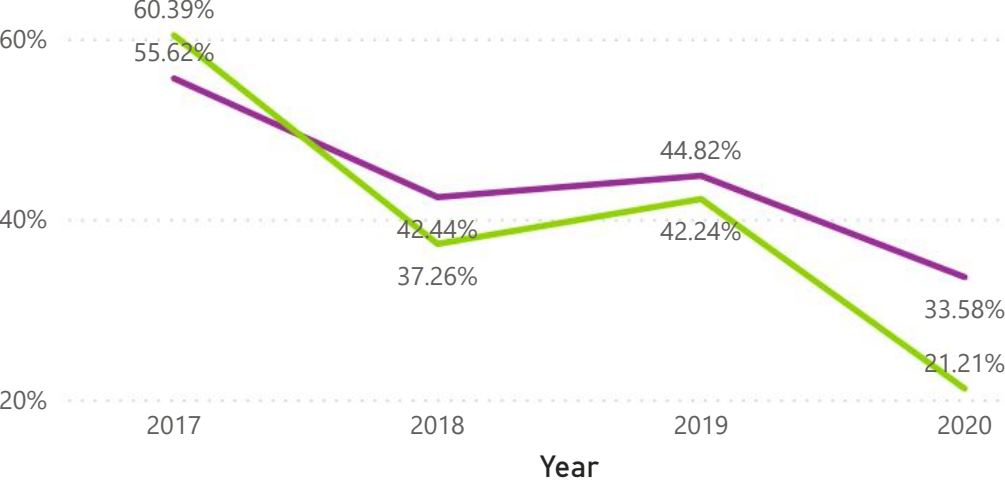● Female ● Male

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

Temporary Employee Training

● Female ● Male

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

North Ayrshire Council - Distribution Across Grade - Sex

Headcount

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

Headcount by Grade

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

North Ayrshire Council - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers)

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

North Ayrshire Council - Recruitment and Training - Sex

Recruitment

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

## Training (Excluding Modern Apprentices and Skillseekers)

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

Education - Employee Turnover - Sex

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

Total Employee Turnover
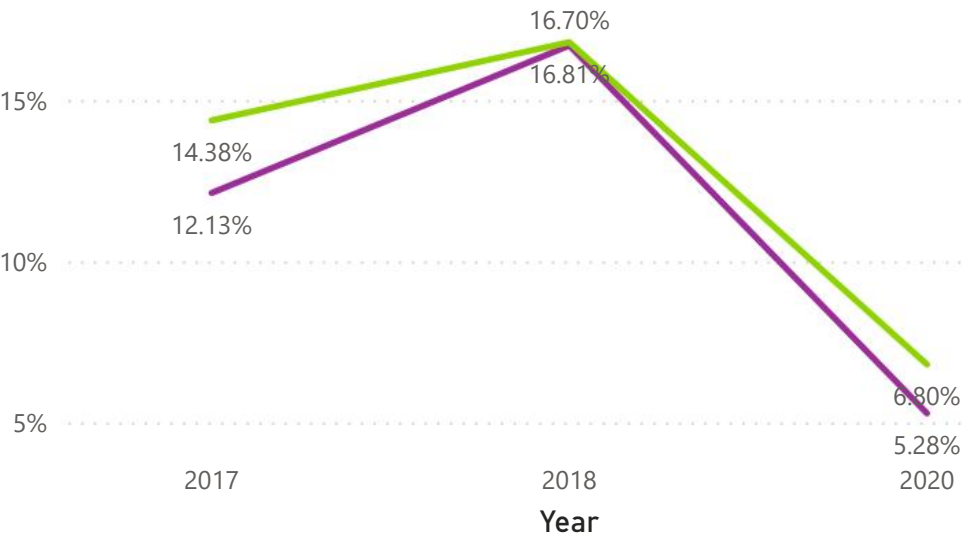
● Female ● Male

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

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

Permanent Employee Turnover

● Female ● Male

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

Temporary Employee Turnover
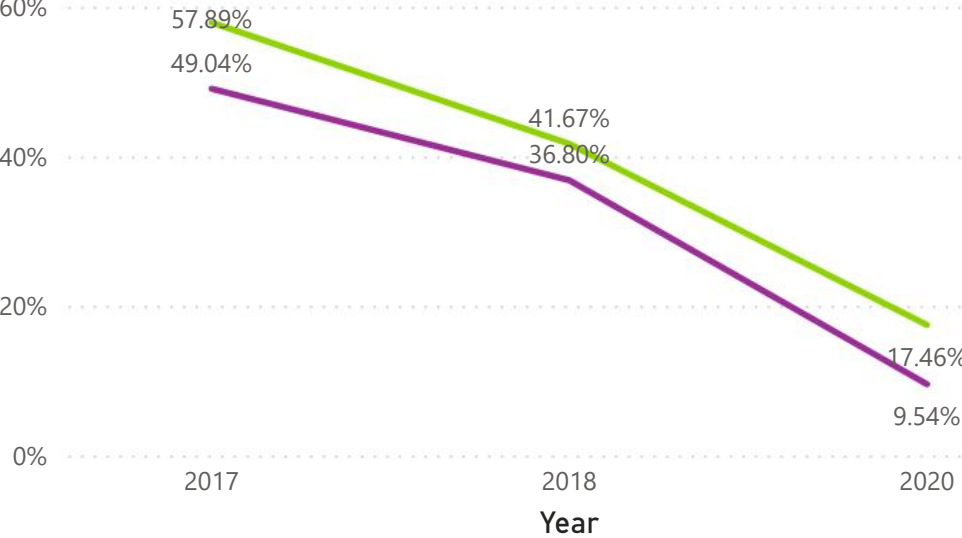
● Female ● Male

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

172

Education - Training - Sex

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

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

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

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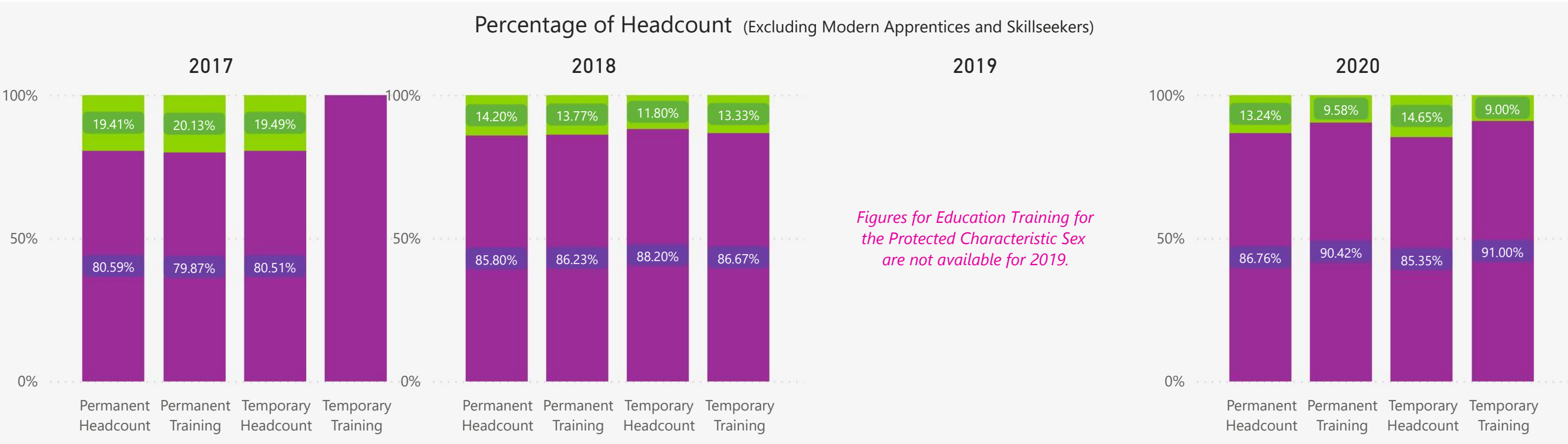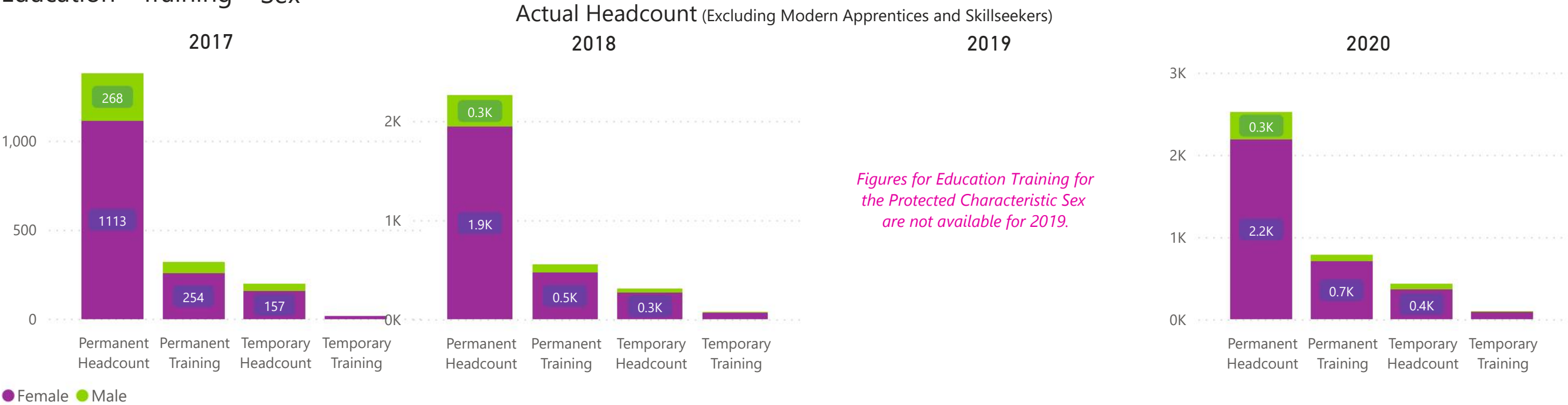
Education - Training - Sex

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

Total Employee Training
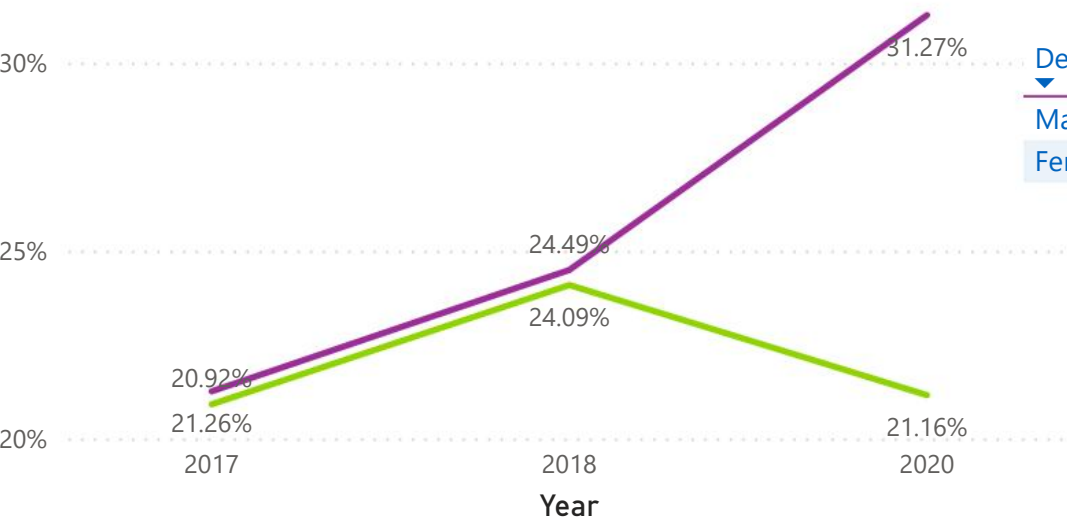
● Female ● Male

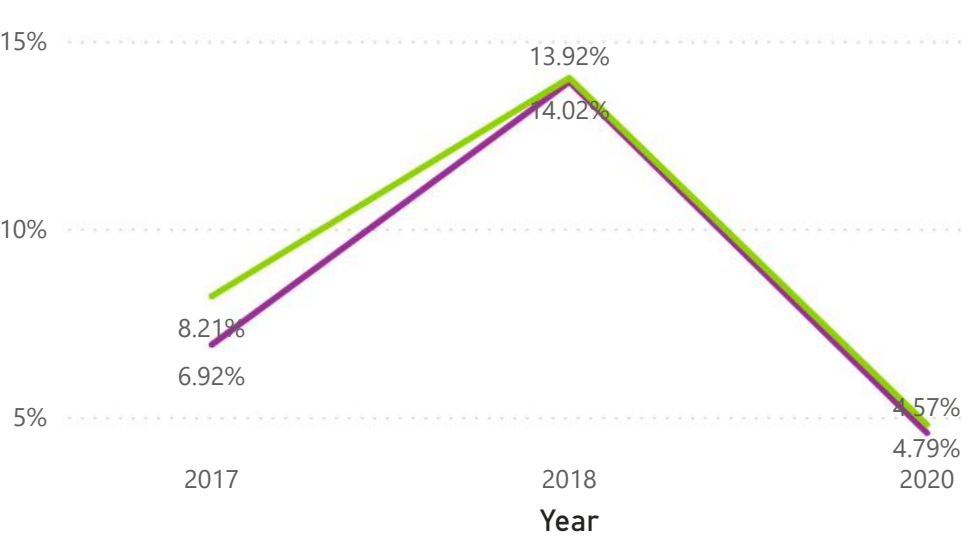*Figures for Education Training for the Protected Characteristic Sex are not available for 2019.*

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

Permanent Employee Training
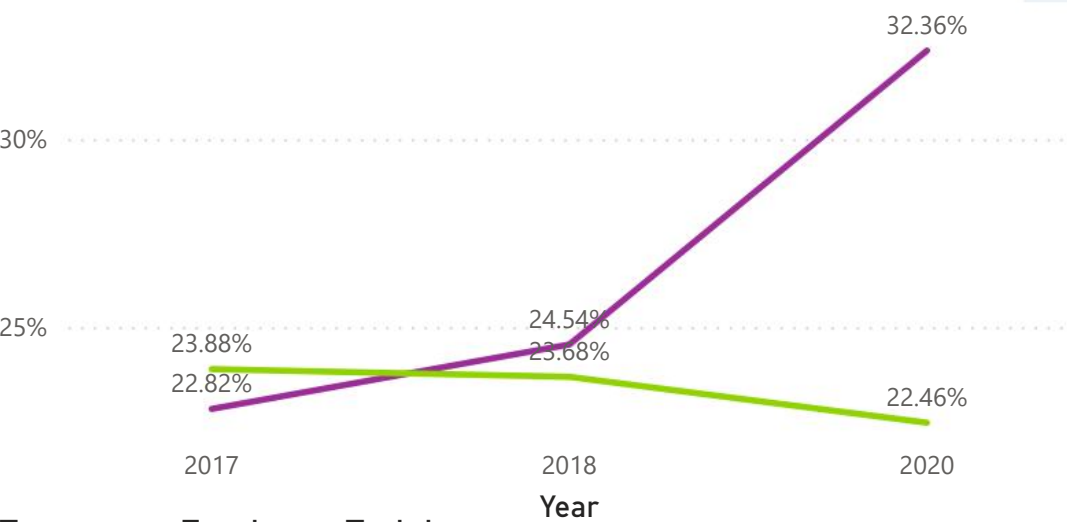
● Female ● Male

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

Temporary Employee Training

● Female ● Male

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

174

Education - Employee Turnover - Sex

(Excluding Modern Apprentices and Skillseekers)

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

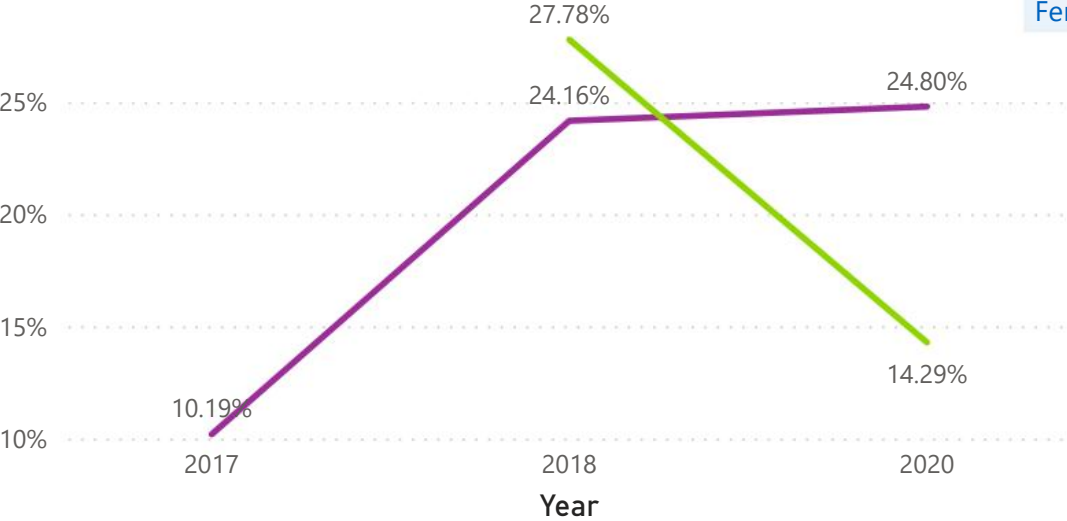| Year	Female	Male	Total
2017			
Permanent Headcount	1113	268	**1381**
Permanent Leavers	77	22	**99**
Temporary Headcount	157	38	**195**
Temporary Leavers	77	22	**99**
Total Headcount	1270	306	**1576**
Total Leavers	154	44	**198**
2018			
Permanent Headcount	1940	321	**2261**
Permanent Leavers	270	45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

Education - Training - Sex

(Excluding Modern Apprentices and Skillseekers)

Training

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

North Ayrshire Council - Distribution Across Grade - Sexual Orientation
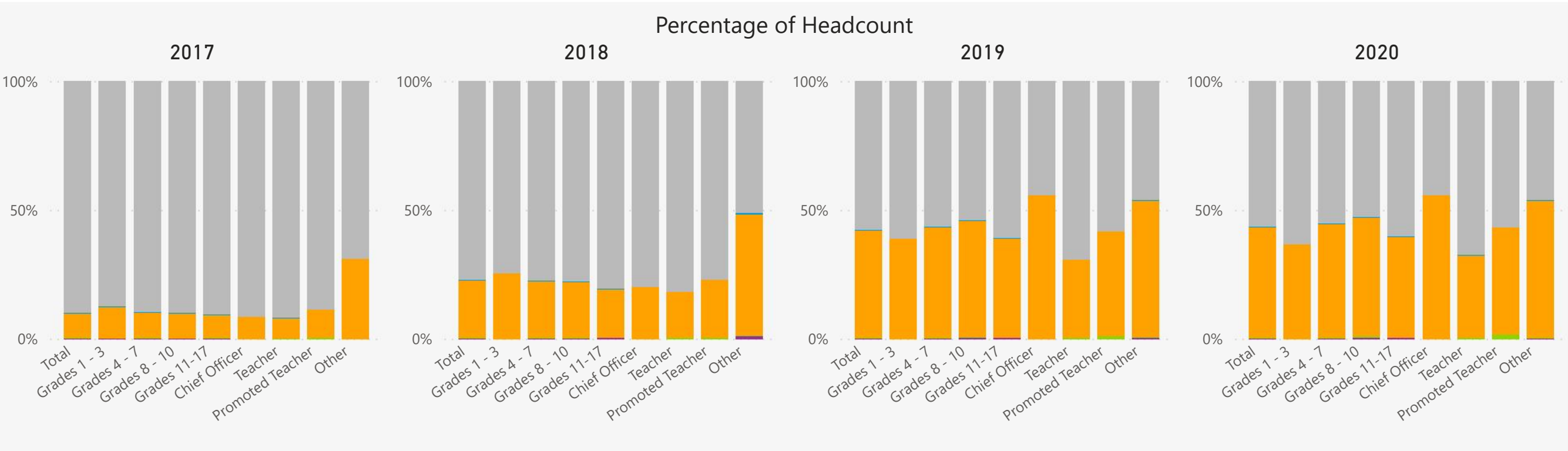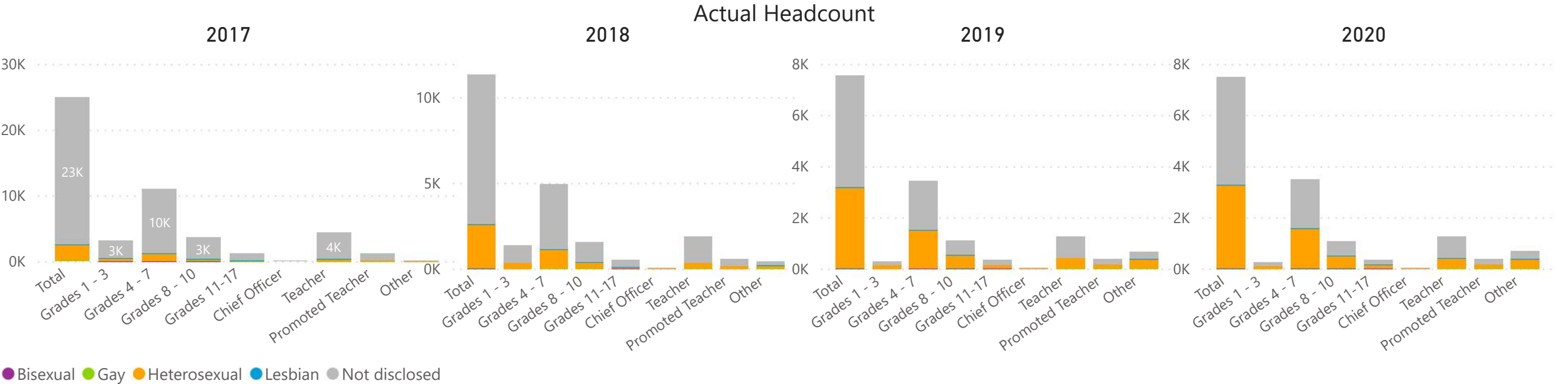
Actual Headcount

Legend: ● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not disclosed

Percentage of Headcount

177

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

Total Employee Turnover

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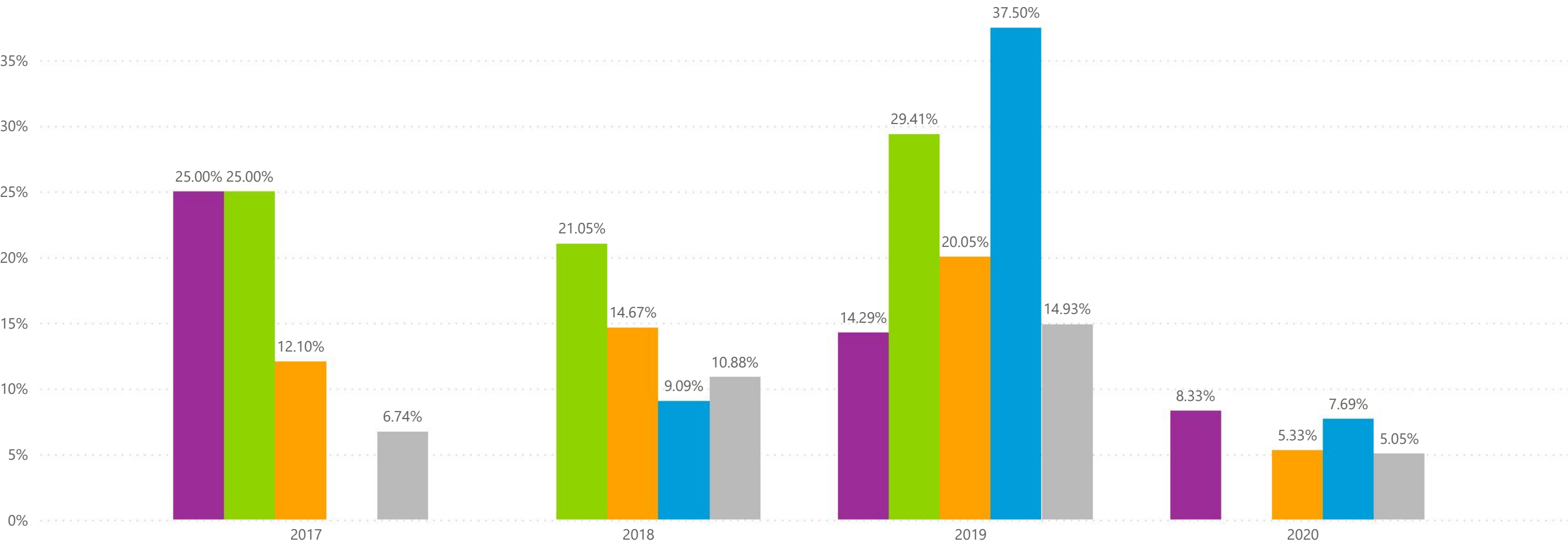
Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017	25.00%	25.00%	12.10%		6.74%
2018		21.05%	14.67%	9.09%	10.88%
2019	14.29%	29.41%	20.05%	37.50%	14.93%
2020	8.33%		5.33%	7.69%	5.05%

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

Permanent Employee Turnover

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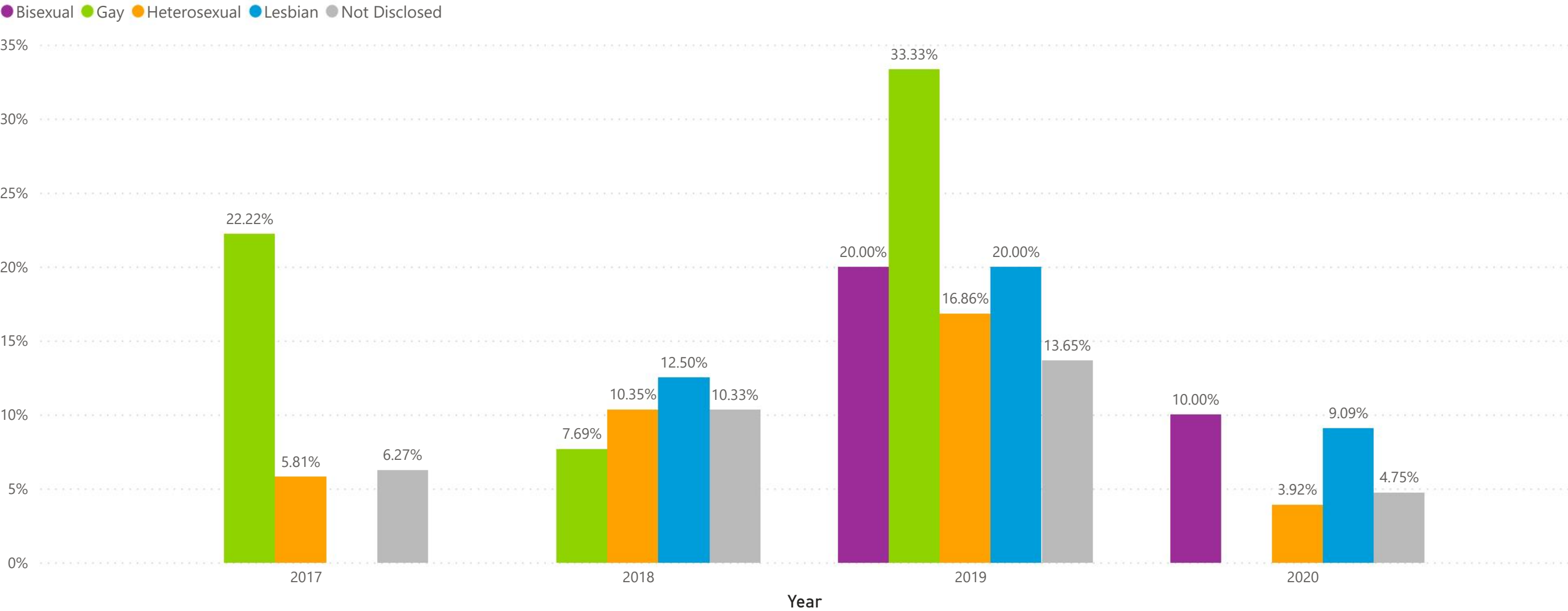
Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017		22.22%	5.81%		6.27%
2018		7.69%	10.35%	12.50%	10.33%
2019	20.00%	33.33%	16.86%	20.00%	13.65%
2020	10.00%		3.92%	9.09%	4.75%

North Ayrshire Council - Employee Turnover - Sexual Orientation

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

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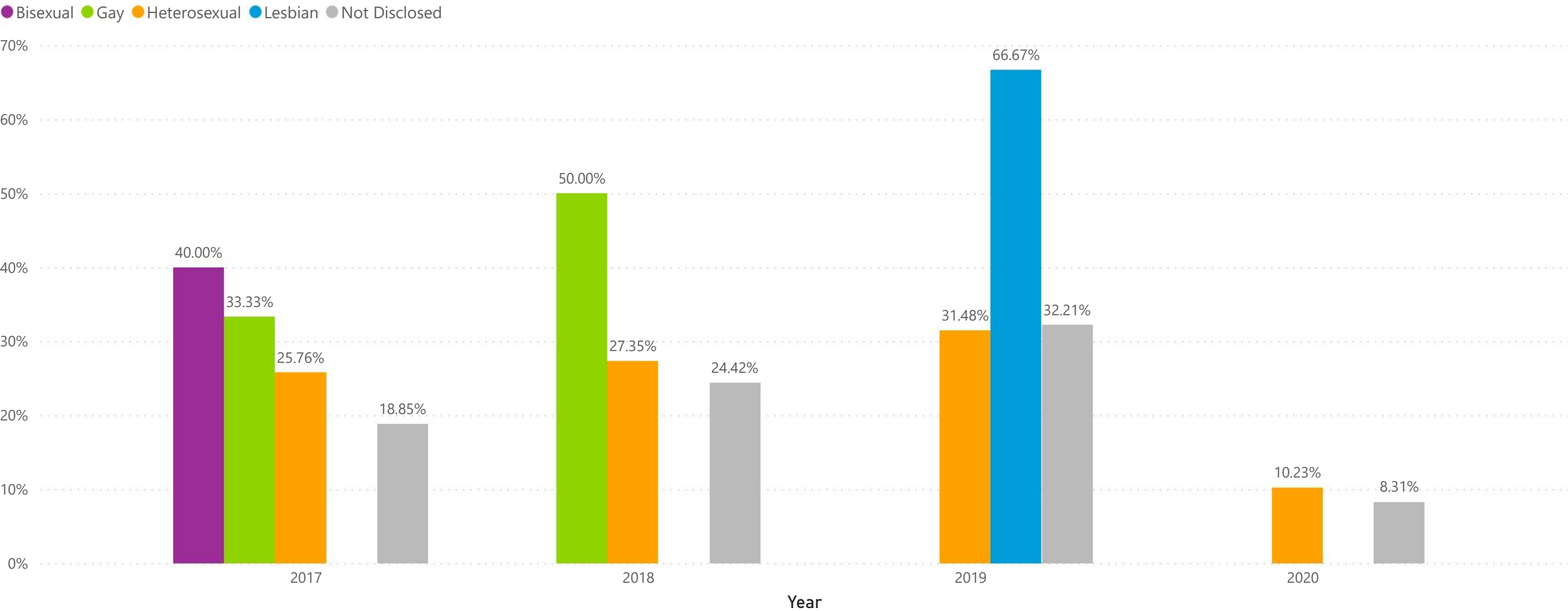
Year	Bisexual	Gay	Heterosexual	Lesbian	Not Disclosed
2017	40.00%	33.33%	25.76%		18.85%
2018		50.00%	27.35%		24.42%
2019			31.48%	66.67%	32.21%
2020			10.23%		8.31%

North Ayrshire Council - Recruitment - Sexual Orientation
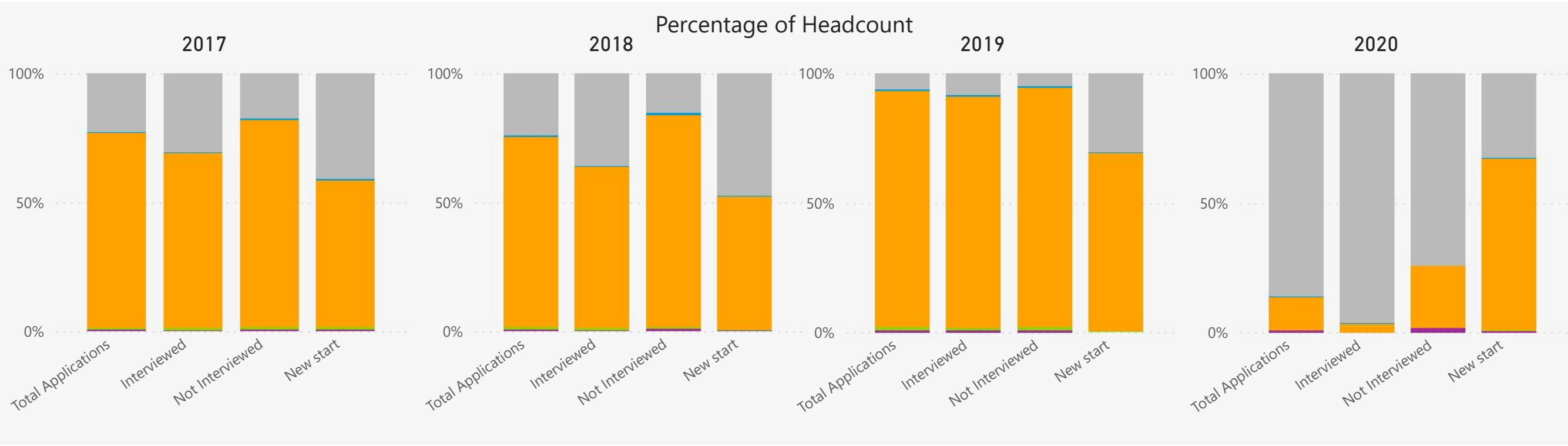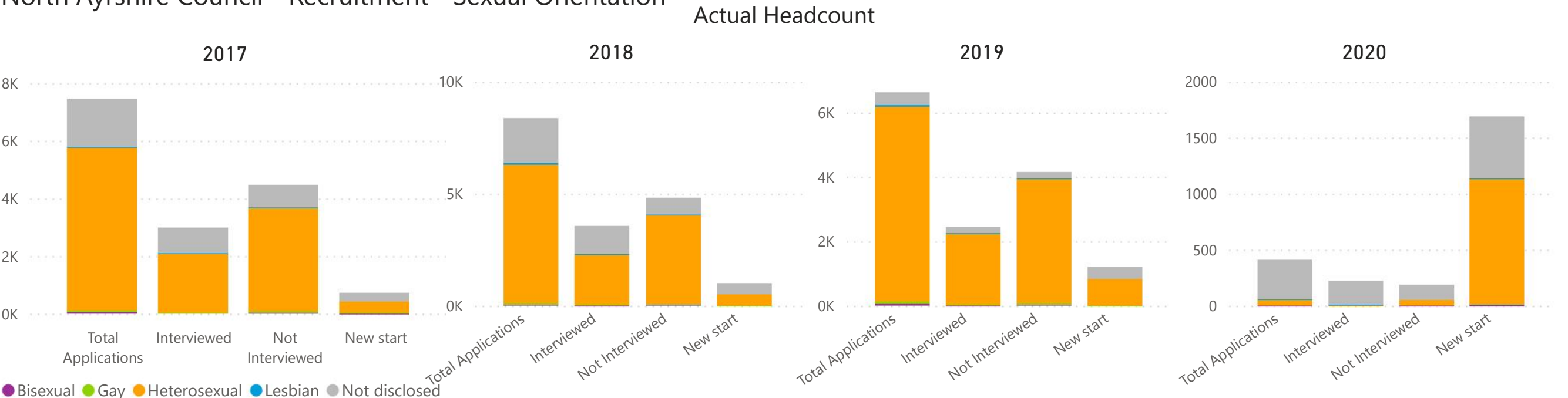
Actual Headcount

Legend: ● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not disclosed

Percentage of Headcount

181

North Ayrshire Council - Training - Sexual Orientation

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2017

2019

2020

Data for 2018 is unavailable.

● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not Disclosed

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017

2019

2020

Data for 2018 is unavailable.

182
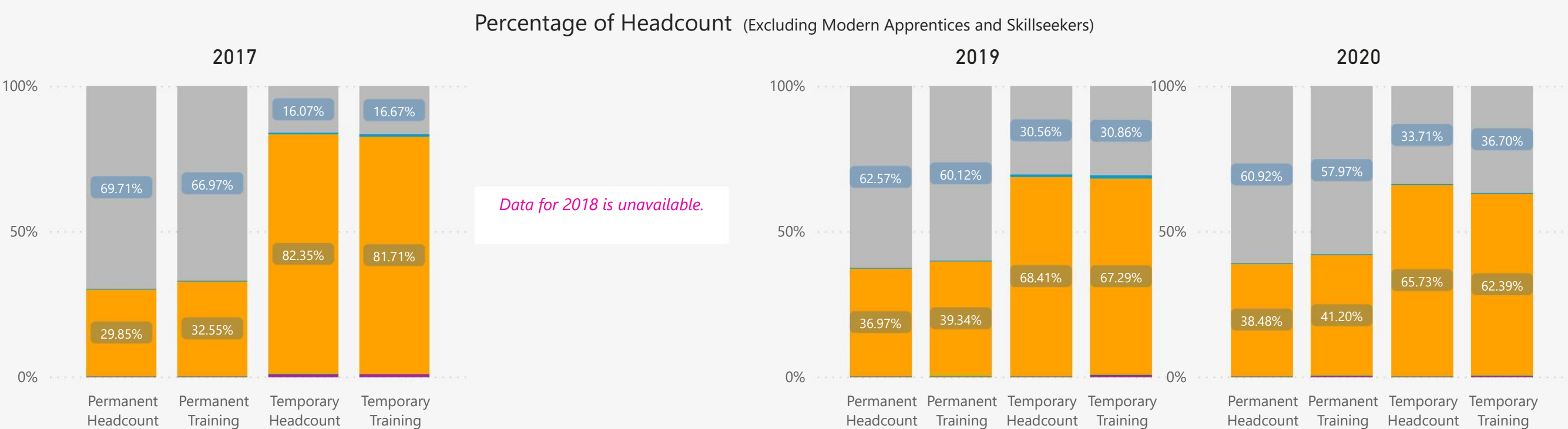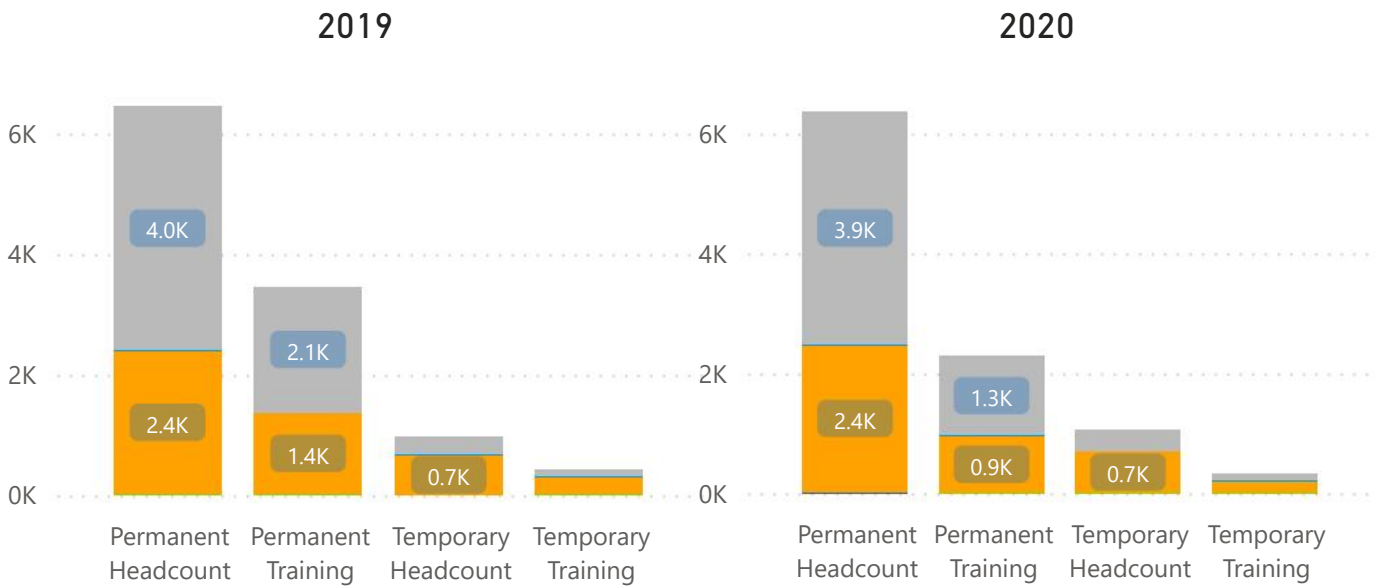
North Ayrshire Council - Training - Sexual Orientation

Data for 2018 is unavailable.

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

Total Employee Training

● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not Disclosed
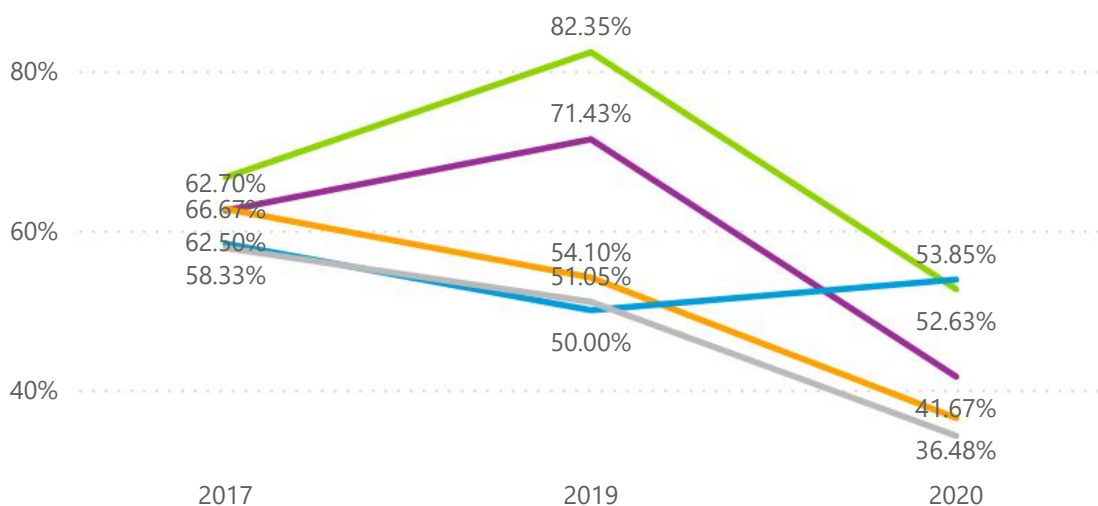
Total Employee Training

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

Permanent Employee Training

● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not Disclosed
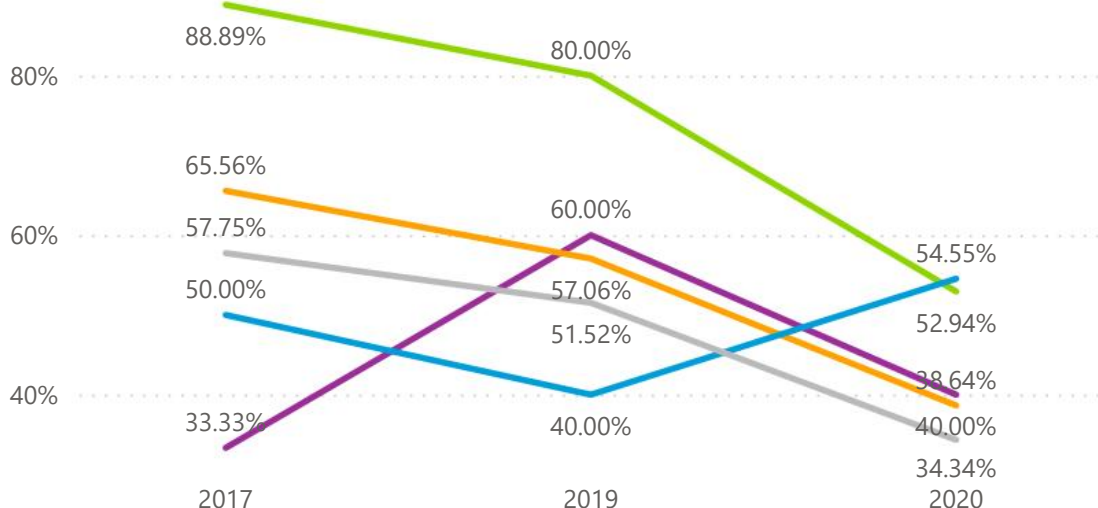
Permanent Employee Training

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

Temporary Employee Training

● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not Disclosed
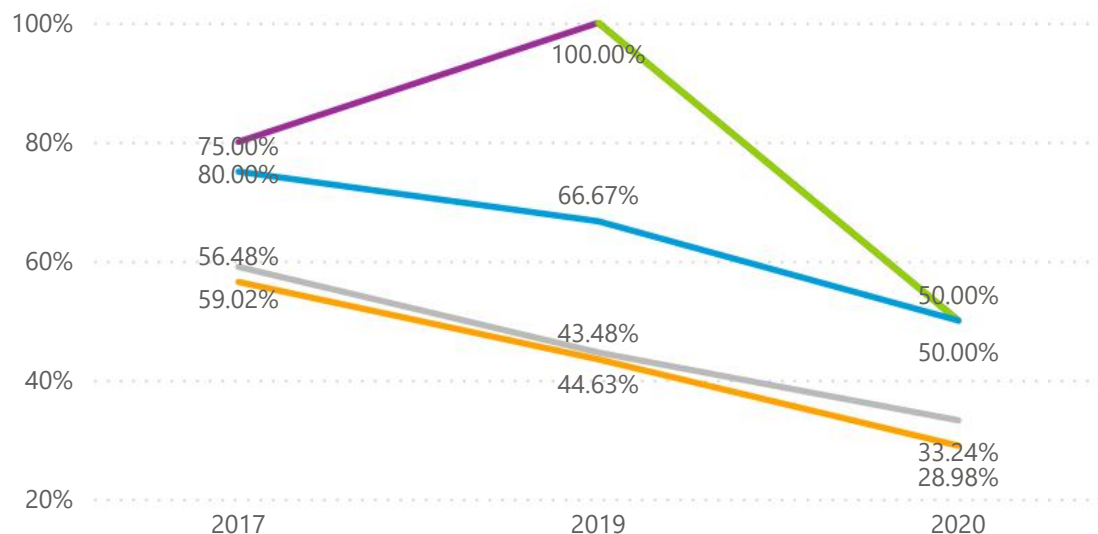
Temporary Employee Training

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

North Ayrshire Council - Distribution Across Grade - Sexual Orientation

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

North Ayrshire Council - Employee Turnover - Sexual Orientation
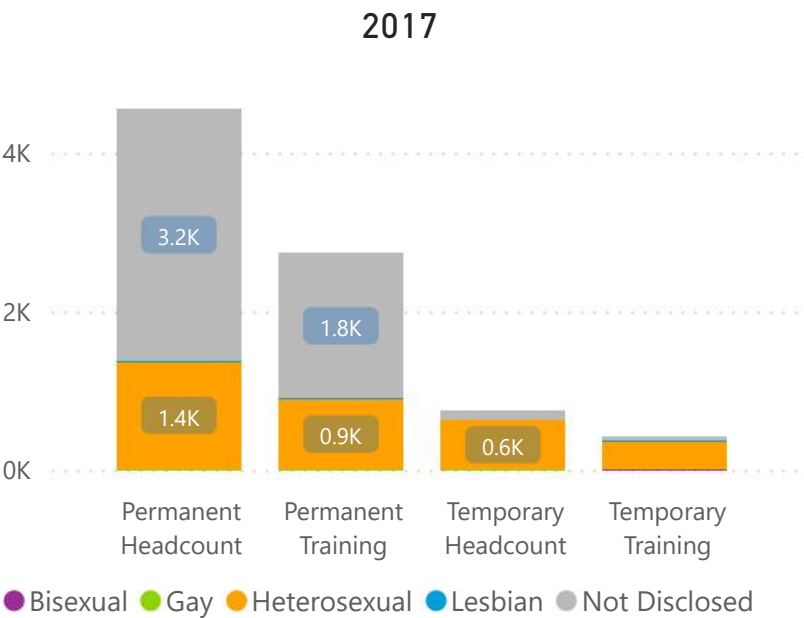
(Excluding Modern Apprentices and Skillseekers)

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

North Ayrshire Council - Recruitment - Sexual Orientation

Recruitment

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

North Ayrshire Council - Training - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Training

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

Education - Employee Turnover - Sexual Orientation

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

Total Employee Turnover

Data for 2018 is unavailable.

● Gay ● Heterosexual ● Lesbian ● Not Disclosed
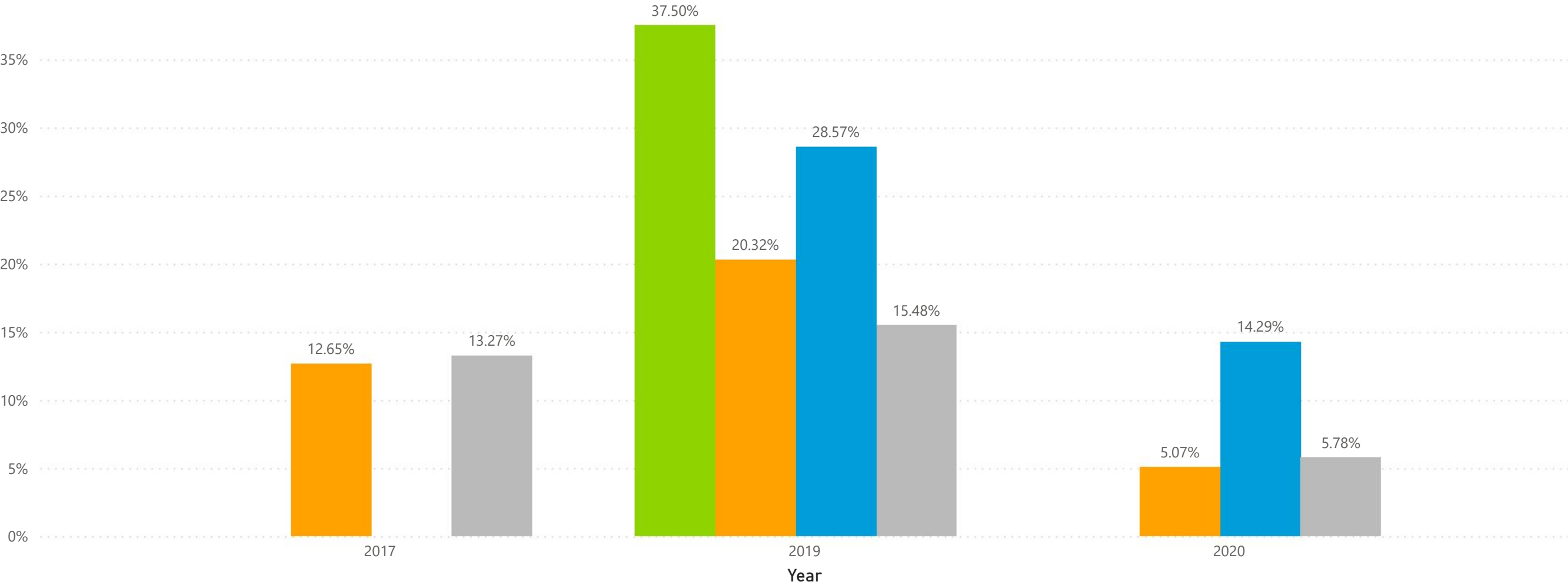
Year	Gay	Heterosexual	Lesbian	Not Disclosed
2017		12.65%		13.27%
2019	37.50%	20.32%	28.57%	15.48%
2020		5.07%	14.29%	5.78%
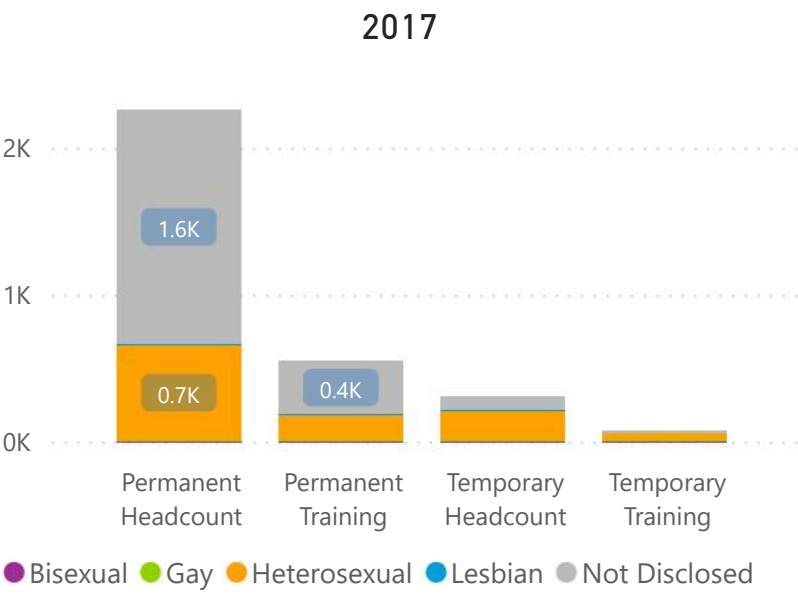
188

Education - Training - Sexual Orientation

Actual Headcount (Excluding Modern Apprentices and Skillseekers)

2017

Legend: ● Bisexual ● Gay ● Heterosexual ● Lesbian ● Not Disclosed

Data for 2018 is unavailable.

2019

2020

Percentage of Headcount (Excluding Modern Apprentices and Skillseekers)

2017

Data for 2018 is unavailable.

2019

2020

189
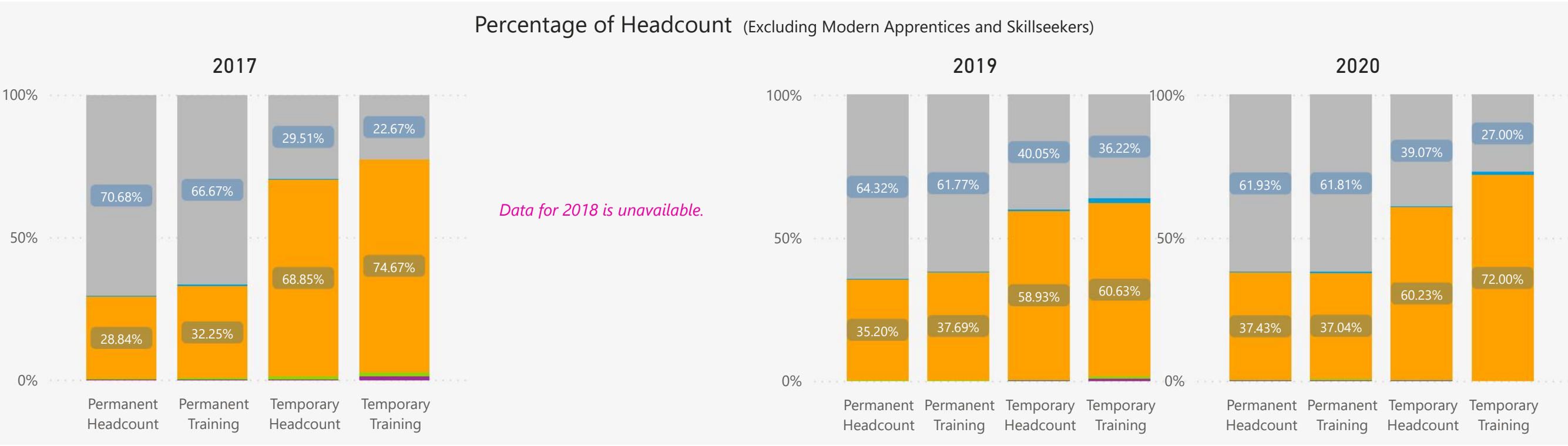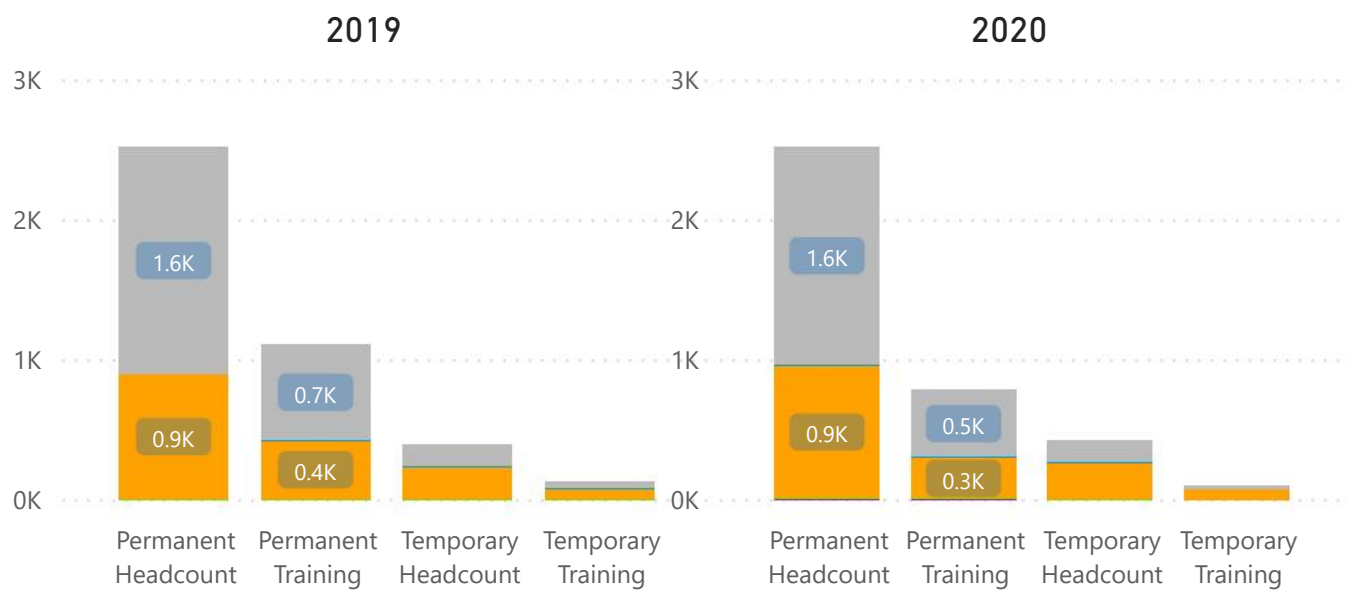
Education - Training - Sexual Orientation

Data for 2018 is unavailable.

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

Total Employee Training
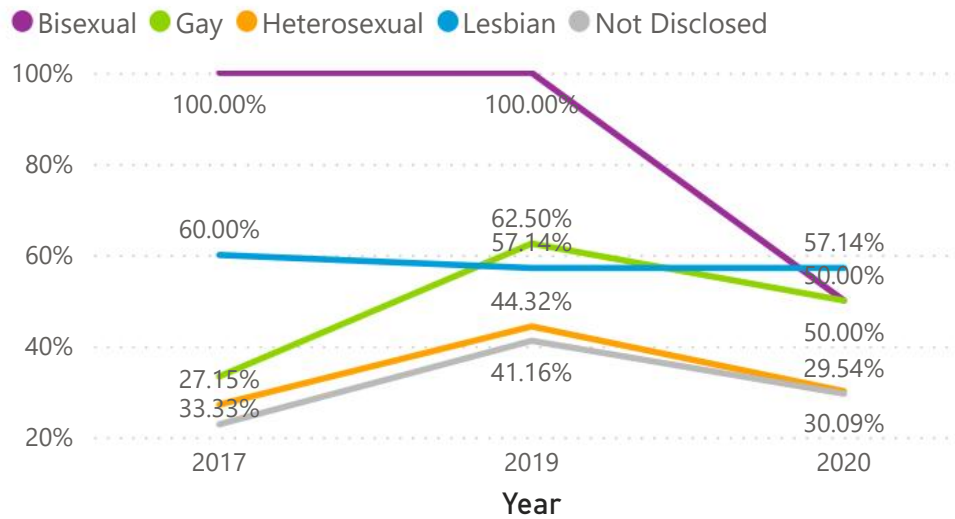
Total Employee Training

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

Permanent Employee Training
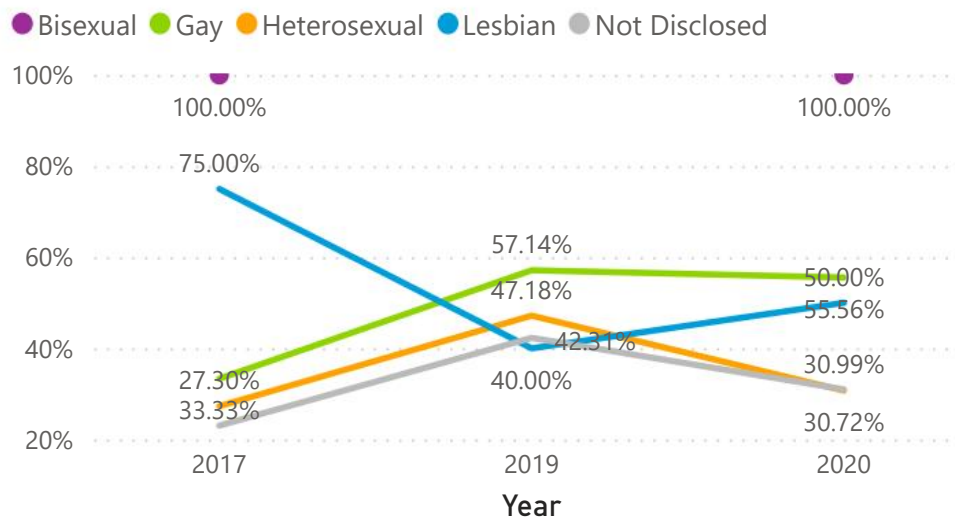
Permanent Employee Training

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

Temporary Employee Training
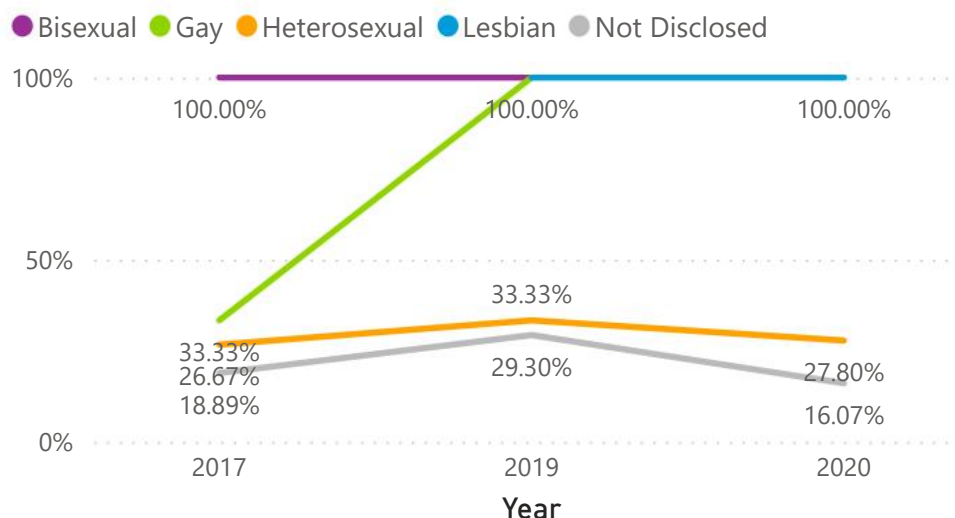
Temporary Employee Training

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

Education - Employee Turnover - Sexual Orientation

Data for 2018 is unavailable.

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

Total Employee Turnover

● Gay ● Heterosexual ● Lesbian ● Not Disclosed
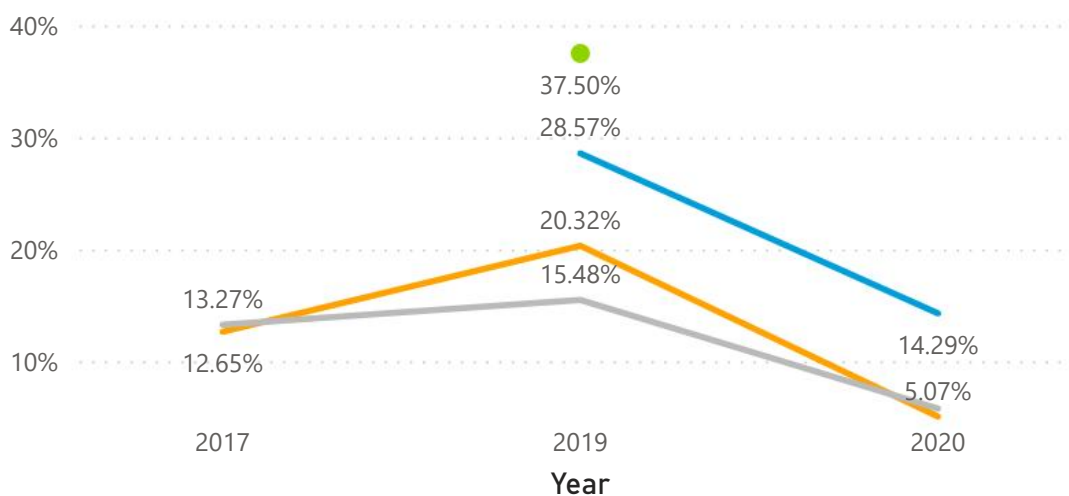
Total Employee Turnover

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

Permanent Employee Turnover

● Gay ● Heterosexual ● Lesbian ● Not Disclosed
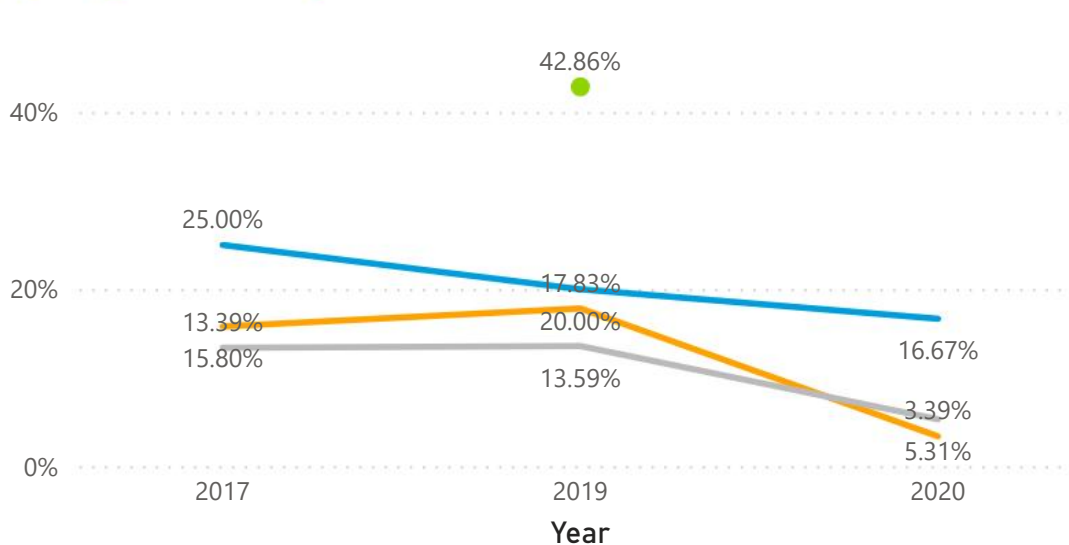
Permanent Employee Turnover

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

Temporary Employee Turnover

● Heterosexual ● Lesbian ● Not Disclosed
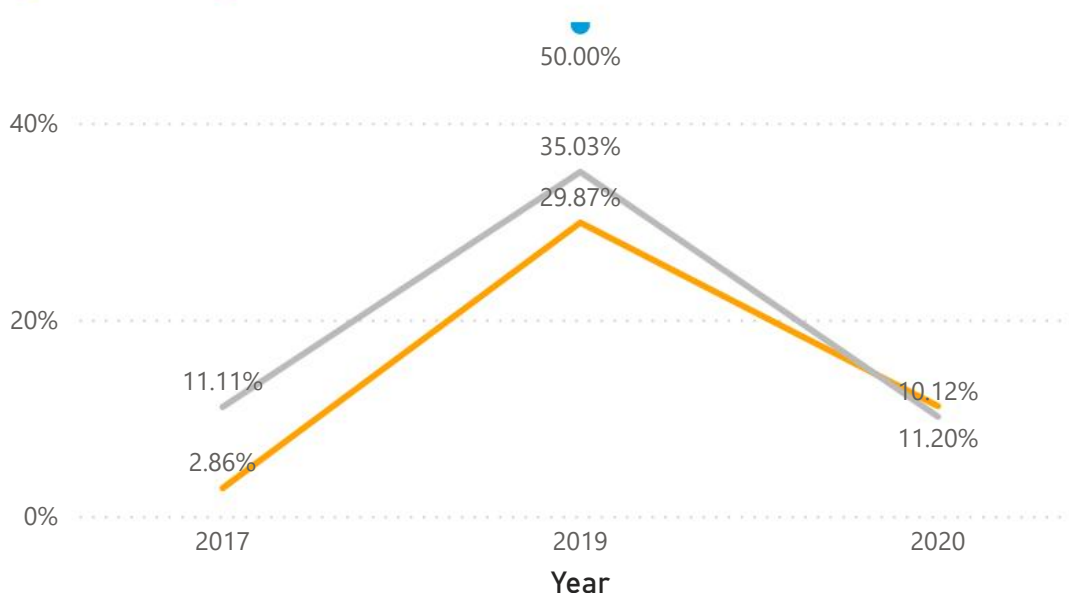
Temporary Employee Turnover

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

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Education - Employee Turnover - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

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

Education - Training - Sexual Orientation

(Excluding Modern Apprentices and Skillseekers)

Training

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

For further information please contact:

The Corporate Policy, Performance and Elections Team

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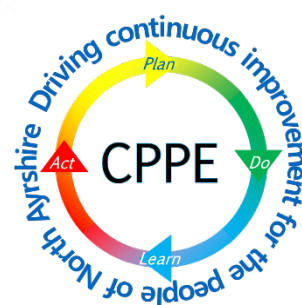
Equality Outcomes

2021-25
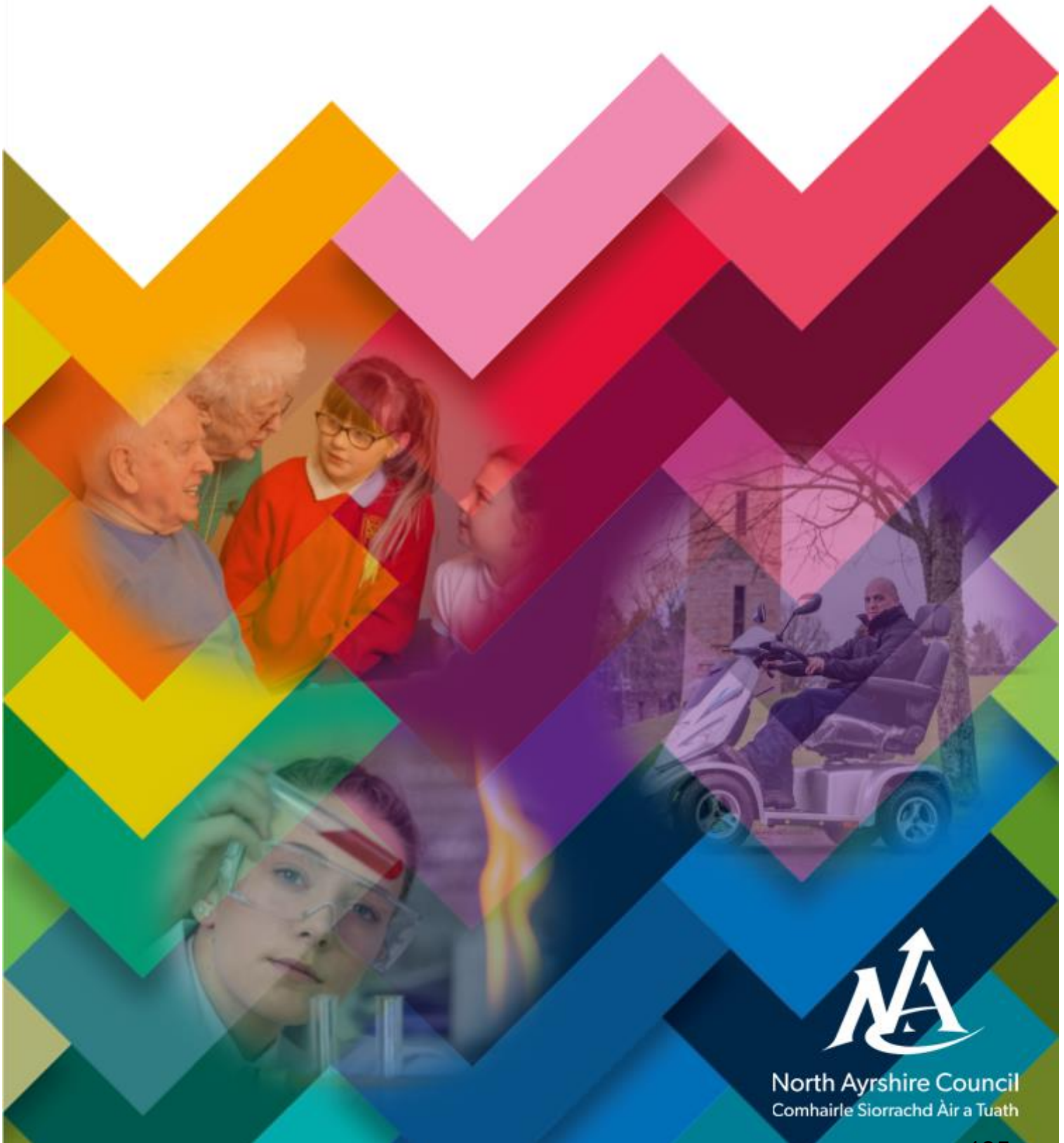
North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Introduction

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

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

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

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

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

Accessibility and Further Information

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

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

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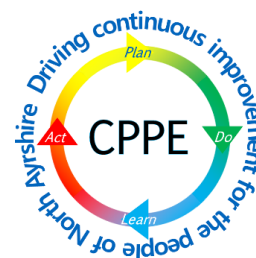
What are Equality Outcomes?

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

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

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

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

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

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

Shared Pan-Ayrshire Equality Outcomes

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

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

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

Consultation and Evidence Review

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

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

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

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

Our shared equality outcomes are:

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

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

Appendix 1 – Equality Outcomes

In Ayrshire, people experience safe and inclusive communities

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

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

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

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

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

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

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

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

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

In Ayrshire, public bodies will be inclusive and diverse employers

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

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

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

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

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1.1	Hate Crime continues to rise and has a significant impact on particular communities. In 2019-20 findings were: • an increase in the number of charges reported in 2019-20 compared to 2018-19 for all categories of hate crime. • Racial crime remains the most reported hate crime.	Increase people's awareness of hate crime	Raise our awareness to better understand hate crime Develop a Hate Crime e-learning course Work with partners to raise awareness of hate crime with community members through a conference	Number of staff/Board Members undertaking training Number of people attending the conference Evaluation of the conference	Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation	Eliminate Discrimination Advance Equality of Opportunity Foster Good Relations	Health Improvement and Equalities Officer March 2023

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
• Sexual orientation aggravated crime is the second most reported type of hate crime. More information can be found on the Crown and Procurator Fiscal Report – Hate Crime in Scotland 2019-20	Improved use of third-party reporting	Work with partners to increase the awareness of third-party reporting	Increased reporting via third party reporting using a variety of media tools and promotion materials	Disability, Gender Reassignment, Race and Religion and Belief		

		Overarching Shared Equality Outcome	**In Ayrshire, people have equal opportunity to access and shape our public services**

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

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

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

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

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

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

Monitor access and usage to the webpage | Race | Advance Equality of Opportunity

Foster good Relations | Web Team

Connected Communities Teams

Health Improvement and Equalities Officer |

		Overarching Shared Equality Outcome	In Ayrshire, people have opportunities to fulfil their potential throughout life

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

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

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	protected characteristics such as Age (young people) and long-term ill-health and disability some of the key barriers to employment.		supports to improve retention and productivity of their workforce	Number of women accessing full case management			
3.2	Equal Supported Employment Service are aiming to provide opportunities for those with Disabilities where their academic achievement has been prohibitive to their career development. It is accepted that to progress within a chosen career academic study is required to progress within a high number of fields. By providing solid practical hands on experience in a sector it is anticipated that those with neuro diverse disabilities will have the ability to progress towards fulfilling long term employment.	To provide paid work experience placements focussing on training and development of practical skills such as within Horticulture.	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 a solid knowledge and experience base for future permanent employment within the Horticulture industry. | Number of clients wishing to participate in the project.

Monitoring of the range of disabilities being supported.

Number of clients achieving full time employment at end of project.

Monitoring success rate of those participating in RHS training modules.

Participant feedback on success of project. | Disability and young people

(There are no age, race or sex restrictions in participating and it will likely benefit others within our communities.) | Advance equality and opportunity | Programme Manager, Equal Supported Employment

Review April 2022 |

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

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

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

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

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

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

*Mentors in Violence Prevention and Hate Crime

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

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

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

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
	recent years, people still experience prejudice, bullying and hate crime. LGBT Youth Scotland report on Life in Scotland (2017) identified: • 35% of young LGBT people had experienced hate crime in the last year. • 71% experienced bullying in school (82% for young transgender people)		Connected Communities (Youth) have signed up to achieve the LGBT Silver Charter Mark – which includes specific LGBT Awareness and Trans Awareness training for all staff. The Charter https://www.lgbtyouth.org.uk/the-lgbt-charter/the-lgbt-charter/ Regular Social Media content that shares support and resources for LGBT+ through all our social media channels – linking into local and national support.				

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

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.7	In line with the New Scots: refugee integration strategy 2018 to 2022 we are working together to support refugees, asylum seekers and our communities to be involved in building stronger, resilient communities which enable everyone to be active citizens.	Development of New Scots forums for men, women and youth community groups	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.	Number of new Scots forums for men, women and youth community groups. Participation in New Scots forums for men, women and youth community groups	Religion and belief, Race	Fostering good relations	Engagement and Participation Officer

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
We are part of the Syrian Refugee Resettlement Programme and currently host 201 refugees.		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.				

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

	Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
4.1	People with certain protected characteristics face discrimination both in employment and the wider environment due to their protected characteristics and combination of protected characteristics. Employee network groups can transform the experiences of employees representing different and specific groups from	Establishment of a safe and supportive environment for employees who identify with a particular protected characteristic	Explore with colleagues the desire to establish a BAME employee network either locally or with employees from South and East Ayrshire Council	BAME staff network established	Race	Eliminate Discrimination Advance Equality of Opportunity Foster good relations	March 2022
			Following the successful introduction of an Employee Disability Forum, explore with the workforce the desire to	LGBT+ staff network established	Sexual orientation, Gender re-assignment		March 2024

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

Advance Equality of Opportunity

Foster good relations | March 2022 |

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

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

Context	Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
fair, diverse and inclusive recruitment process by providing alternative mechanisms for disabled individuals will increase their opportunity of securing employment with North Ayrshire Council. It will help to negate preconceived ideas of disabilities and health conditions and will also educate and improve employee awareness.

The See Me CV may also encourage applicants to disclose they have a disability sooner as they can access the appropriate supports and alternative mechanisms. | | scheme we will consider the longer term roll out of the programme. | Applicants feedback on how accessible the See Me CV service was and any improvements required. | | education and awareness among our managers. | |

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

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

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Context	Outputs	Actions	Measurement	Protected Characteristic	General Duty	Lead Officer and Timescale
The race equality report highlights national research showing that: • In 2019 the ethnicity pay gap had risen to 16.4% • On average Black and Minority Ethnic Employees were paid 10% less than their white counterparts. It should be noted that our pay gap within North Ayrshire Council has remained positive for other ethnicity for a number of years.	Improve our data collection of employee statistics around protected characteristics. Improve our understanding of race and racism.	Encourage NAC 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	Reduction in the percentage of 'Not Disclosed' characteristics in HR records. Assessment and report completed Review completed and training updated			HR/HI and Equalities Officer (Dec 2022) HI and Equalities Officer. (Dec 2022) L&OD team/HI and Equalities Officer (April 2022)

NORTH AYRSHIRE COUNCIL

EQUAL PAY STATEMENT

1. **Introduction**

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

2. **Statement of Commitment**

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

   In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require North Ayrshire Council to: · Publish gender pay gap information. · Publish a statement on equal pay and information on occupational segregation between women and men, people who are disabled and those who are not, and people who fall into a minority racial group and those who do not.

3. **Objectives**

   In line with the General Duty of the Equality Act 2010, our equal pay objectives are to:
   - Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality
   - Promote equality of opportunity and the principles of equal pay throughout the workforce

4. **Actions**

   North Ayrshire Council will:
   - Examine existing and future pay practices for all employees to ensure that they comply with best equal pay practice and current legislation

   - Take appropriate action to eliminate pay gaps/differences that cannot satisfactorily be explained on grounds other than a protected characteristic

   - Set aside appropriate resources to achieve equal pay

- Use an analytical job evaluation system, jointly agreed with the relevant trades unions, to assess the relative value of local government employee jobs within the Council that determines the allocation of jobs within the relevant pay and grading structure

- Monitor and analyse areas of occupational segregation around sex, disability and race and identify appropriate equalities action and outcomes.

- Provide training and guidance on equal pay for those involved in determining pay and grading matters in terms of job evaluation and new appointments.

- Enable employees to understand how their pay is determined through effective communication and administration of fair and transparent pay systems

- Respond to grievances on equal pay timeously in accordance with our agreed procedure

- Discuss the equal pay policy with trades unions and professional associations as appropriate

5. Pay Arrangements

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

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

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

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

6. Work-Life Balance and Supportive Practices

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

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

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

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

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

7. Occupational Segregation

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

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

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

More information on our employee statistics in relation to equality and diversity can be found in our Equality Mainstreaming Report.

8. Monitoring

Equal Pay Audits will be carried out every three years.

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

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

9. **Policy Review**

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

10. **Responsible Person**

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

April 2021

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Procurement Annual Activity Report (19-20)**
Purpose:	To provide Cabinet with an update on Procurement activity for the period 19/20 and outline progress during 20-21 on the use of local suppliers in Procurement activity
Recommendation:	Cabinet notes the report

1. Executive Summary

1.1 At the Council meeting in September 2020 it was agreed to provide members with additional procurement training and thereafter produce an annual report covering all procurement activity. The training took place in December 2020 and was well attended and received. This is the first annual report and covers the financial year 19-20.

1.2 During the year, 181 different procurement exercises were undertaken resulting in contracts being awarded to 318 suppliers with a total value of £158m. The Council publishes a register of all live contracts and a 2-year plan of future tendering opportunities.

1.3 In terms of total procurement expenditure, the Council spent a total of £216.6m with 4231 suppliers, £43.2m (20%) was spent locally with 851 North Ayrshire suppliers. The top 10 local suppliers, by spend value, receive almost half of the £43.2m.

1.4 The report also contains information on what category of goods/services are purchased, the top 20 suppliers by value, size and locality of the suppliers used and community benefits delivered.

1.5 The combined spend for NAC, East Ayrshire Council, South Ayrshire Council, Police Scotland, NHS Ayrshire & Arran, Scottish Fire and Rescue Service and the University of the West of Scotland is over £1bn with £59m (5.7%) spent with local North Ayrshire suppliers.

1.6 Although full spend data for 20-21 will not be available for a few months, an analysis of the contracts awarded during this period has been undertaken. With a particular focus on the success of local suppliers within the context of procurement activity during this period, the 20-21 data analysis shows that 188 contracts have been awarded to 353 suppliers with a total value of £94,859,352. 108 local suppliers were awarded contracts with a confirmed value of £16,763,817, in addition a further 58 local suppliers have been

awarded a place on a framework, and local spend against these frameworks will be monitored regularly.

1.7 Included as a key performance measure within the Council Plan, the Council has set a target to increase spend with local suppliers to 26% by 2024.To achieve this will require a significant effort to identify and work with local suppliers who are capable of supplying goods and services procured by the Council. Progress continues to be made in this area through engagement with the local supplier base helping provide visibility of upcoming procurement opportunities and access to training and support to maximise their chances of success in securing Council contracts. This progress continues to be set within the context of the duty on the Council to secure Best Value through the procurement process.

2. Background

2.1 At the Council meeting in September 2020 it was agreed to provide members with additional procurement training and thereafter produce an annual report covering all procurement activity. The training took place in December 2020 and it was well attended and received.

2.2 This first annual procurement report covers the period from 1st April 19 to 31st March 2020. During this period 181 different procurement exercises were undertaken by the procurement team, resulting in contracts being awarded to 318 suppliers with a total value of £158m. The different procurement types undertaken are listed in Table 1 below

Table 1: Procurement Exercise type

Procurement Type	Number
EU Tenders	17
Regulated tenders	24
Quick Quotes	59
Mini Competitions	39
Direct Awards	9
Single Tender Actions	33

The Council has a legal obligation to maintain a register of all "live" contract and for this to be openly published. The Council corporate contract register is published through the open data portal and can be accessed from this link Contract Register.

2.3 In addition to the above let contracts during 2019-20, purchases were made utilising existing NAC contracts as well as other collaborative contracts and frameworks. The collaborative contracts and frameworks most frequently used are typically those owned by Scotland Excel, Scottish Government, Crown Commercial Service and those of the other Ayrshire Councils.

2.4 The Procurement Reform (Scotland) Act requires that the Council publishes an annual procurement report on its regulated procurements. To give potential suppliers visibility of future tendering opportunities there is a requirement to provide as part of the report a list of all known tender opportunities for the following two years. The Councils annual report is published on the NAC website and can be accessed from the link Reform Act annual report 19-20.

Analysis of total spend

2.5 On an annual basis, Scottish Government funding is available for public sector bodies (incl NAC) to have their purchase ledger spend data analysed by the data analytics company Spikes Cavell. This data then allows public bodies to analyse how much they spend, on what category of goods/services, and the size and locality of the suppliers used. It also allows organisations to compare their data with that of other public bodies.

2.6 The Spikes Cavell data shows that the Council spent a total of £216.6m with 4231 suppliers. Further analysis shows that of the total spent, £43.2m (20%) was spent locally with 851 North Ayrshire suppliers. This information is vital in supporting the procurement pillar of the Community Wealth Building strategy and the Council Plan performance indicator "percentage of procurement spent on local enterprises".

Spikes Cavell determine locality based on the address from which the invoice is sent. Therefore, this can under report the true impact of procurement spend in the local area. There are many examples of businesses with a local presence, employing local people, but have a head office out with the Council area e.g. care homes, building material suppliers, supermarkets. Similarly, high value contracts often involve an element of sub-contracting in the local area. Currently this activity is not routinely captured within the spend data. Further analysis and work will be undertaken to understand the impact and reach on local spend and identify different ways to capture sub-contracting data.

2.7 The Council buys a vast array of supplies, service and works, the table below details the top 20 categories by value, as well as the number of suppliers used within each category.

Table 2: Categories of spend

Vendor Category	Total Spend	Number of Suppliers
Community Partnerships	£ 24,676,515.26	3
Nursing Homes	£ 15,201,502.31	58
Outsourced Building Management Service Providers	£ 12,196,848.68	1
General Builders	£ 9,353,157.00	10
Home Care Service Providers	£ 8,109,321.89	10
Roofers	£ 7,744,684.75	7
Disability & Special Needs Services Providers	£ 7,269,820.29	21
Other Social Care & Social Service Providers	£ 6,917,828.78	13
Other Financial Service Providers	£ 6,489,383.81	6
Adult Residential Care Providers	£ 5,901,290.83	41
Other Child Care Services Providers	£ 5,432,890.89	14
Housing Associations	£ 4,838,696.46	9
Sports & Leisure Centres	£ 3,789,015.87	4
Community-Based Adult Mental Health Service Providers	£ 3,478,834.96	3
Mains Electricity Suppliers	£ 3,467,654.85	8
Non-Residential Main Building Contractors	£ 3,143,739.15	7
Plumbing, Heating & AC (HVAC) Contractors	£ 2,836,902.92	8
Sectional & Portable Building Contractors	£ 2,683,449.82	3
House Builders	£ 2,452,394.98	3
Other Waste Disposal Suppliers	£ 2,417,364.93	7

	£ 138,401,298.43	236

2.8 An analysis of the spend by suppliers shows that 46 of the 4231 suppliers used, received more than £1m of business in the last year, equating to 60% of the total annual spend. At the opposite end of the spend profile 2153 suppliers had less than £1,000 spend. The top 20 suppliers by spend are listed below.

Table 3: Top 20 Suppliers by spend

Supplier Name	Total Spend
HUB SOUTH WEST SCOTLAND LTD	£ 24,661,247.26
PPP SERVICES (NORTH AYRSHIRE)	£ 12,196,848.68
MARLEY CONTRACT SERVICES	£ 7,105,028.23
HUB SOUTH WEST LARGS DBFM CO LIMITED	£ 6,402,610.04
ASHLEIGH (SCOTLAND) LTD	£ 5,159,861.43
HANSEL ALLIANCE	£ 3,984,640.24
NORTH AYRSHIRE LEISURE LIMITED	£ 3,766,765.87
RICHMOND FELLOWSHIP SCOTLAND	£ 3,337,376.29
EDF ENERGY CUSTOMERS PLC	£ 3,143,770.40
CORNERSTONE	£ 2,811,421.61
THE WEE HOUSE COMPANY	£ 2,656,060.48
CAREWATCH - NORTH AYRSH	£ 2,608,085.55
JAMES FREW LTD	£ 2,589,870.03
EMTEC GROUP LTD	£ 2,534,893.06
D MCLAUGHLIN & SONS	£ 2,243,112.18
BUCKREDDAN LODGE NURSING HOME	£ 2,194,492.47
ZURICH MUNICIPAL	£ 2,055,106.62
MCTEAR CONTRACTS LIMITED	£ 2,004,420.17
AYRSHIRE QUALITY CARE & SUPPOR	£ 1,955,774.18
CALEDONIA CARE HOME	£ 1,883,698.44

It should be noted that although spend is recorded directly against these contracted suppliers this measurement alone does not capture the true economic benefit, especially within the context of Community Wealth Building where it is recognised that local suppliers benefit from sub-contracting opportunities.

2.9 Spikes Cavell uses the invoice address to determine the locality of suppliers. Using this dataset, it shows that most suppliers used are Scottish. Table 4 below shows the amount spend in each of the 4 nations.

Table 4 Supplier Locality

Supplier Location	Spend	% of total
Scotland	£ 174,558,903.07	80.5%
England	£ 41,023,597.11	18.9%
N. Ireland	£ 1,076,727.71	0.5%
Wales	£ 163,718.12	0.1%
	£ 216,822,946.01	

2.10 The date also shows that where the size of the company is known 79.9% are SME's. The chart below shows more detail and confirms most companies used fall in the small company definition.

Supplier Size

Large, 20.1%
Medium, 31.4%
Small, 48.5%

■ Large ■ Medium ■ Small
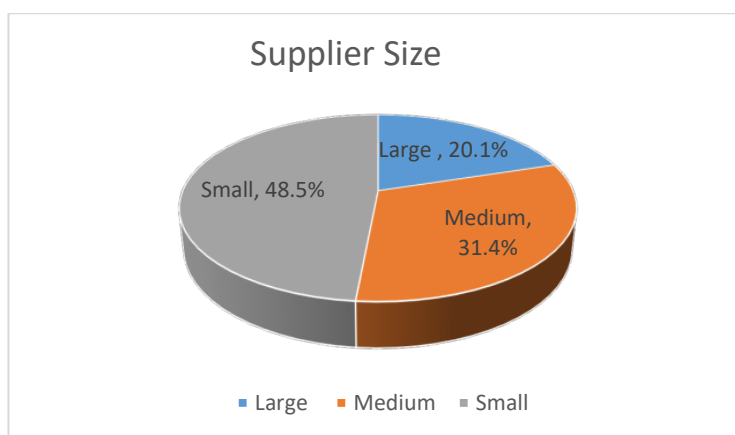
2.11 Third Sector Organisations (TSO) have a key role in delivering vital services for North Ayrshire citizens and during 2019-20 over £35.5m was spent with TSOs. Through the period of the pandemic response the locality based multi-agency community hub model put in place to support vulnerable communities and citizens has proven to be a highly effective way of bringing key Council, community associations and 3rd sector organisations together. The expected procurement consequence is further growth in local expenditure targeted at supporting this sustainable support network.

Community Wealth Building

2.12 From a Community Wealth Building (CWB) perspective, buying from local companies is a strategic priority for the Council, however procurement legislation does not permit preferential treatment for companies based on location.

In the year covered by the report 20% of the spend was with local companies. In the Council Plan a target has been set to increase this to 26% by 2024.

Achieving the new target, while remaining compliant with procurement legislation, will be challenging and will require a diverse local business base to build capacity and upskill in bidding for and winning public contracts. The Council's Business Development Team continue to engage with local suppliers to ensure they have visibility of upcoming tendering opportunities and access to specific training to maximise their success in winning Council contracts.

2.13 As stated above, the Council spent £43.2m with 851 local suppliers. This was an increase of £1.3m in spending and an additional 100 suppliers compared to the previous year. Of the local suppliers used the top 10 suppliers by value all received more than £1m and the total for the top 10 was £21.4m (49.5% of total spend). At the opposite end of the spend spectrum 417 suppliers received less than £1,000. The graph below shows the spend distribution across local suppliers.

Local Supplier Spend Distribution

Chart showing No. of Suppliers (blue bars) and % of total spend (orange line) across Spend Range.

Spend Range	Total Suppliers	% Of Spend
£1m or more	10	50
£500k - £1m	12	20
£250k - £500k	12	10
£100k - £250k	24	8
£50k - £100k	23	4
£20k - £50k	60	4
£10k - £20k	57	2
£5k - £10k	71	1
£1k - £5k	165	1
£500 - £1k	87	0
£250 - £500	88	0
Less than £250	242	0
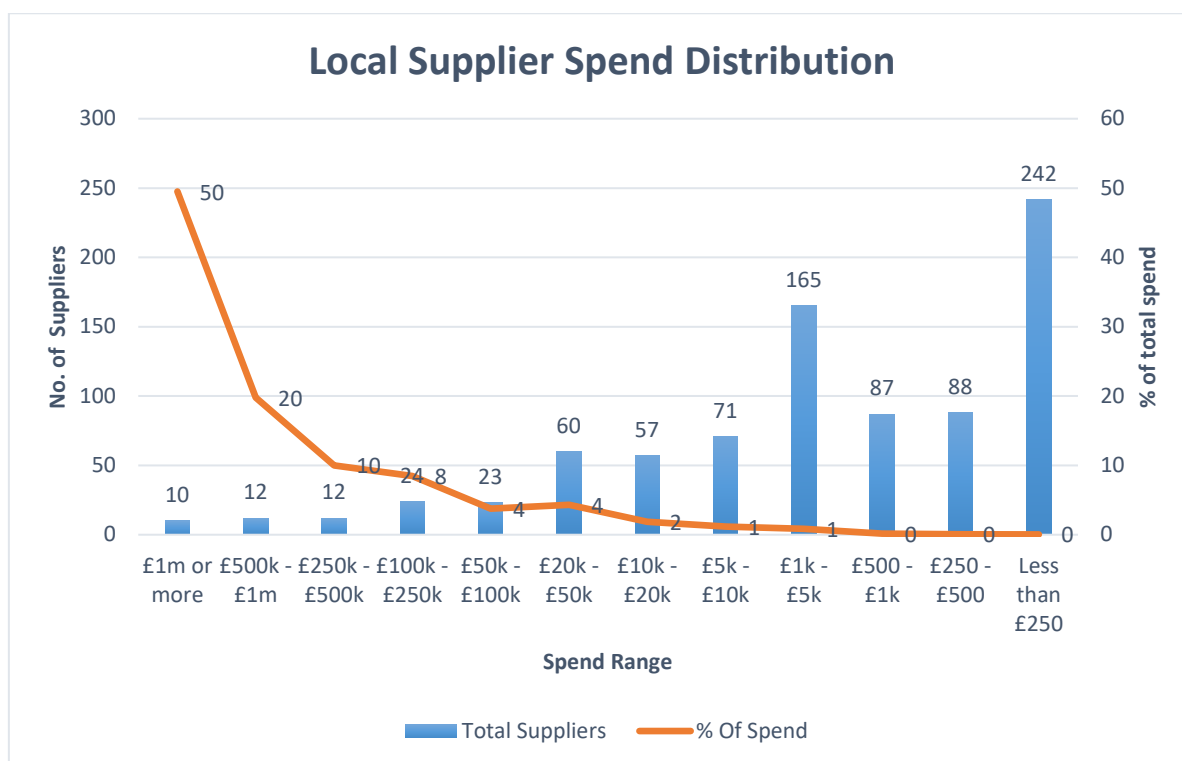
2.14 For lower value procurements, between £10K and £50K for supplies and service and between £10K and £100K for works, the Council use the Quick Quote functionality. Quick Quote is an invitation only type of procurement and during 2019 the process was changed to help increase the likelihood of a local company winning contracts. The new process states that if 5 local suppliers have the capability and capacity to do the work and agree to bid then procurement will be restricted to those suppliers, therefore ensuring that a local company benefits from the contract. Again, this is a key area of focus for the Business Development team who are working with potential local suppliers to support business transition and preparedness requirements associated with public sector procurement. As part of our Community Wealth Building Strategy additional staffing resources are now in place within the Council's Economic Development and Regeneration Service to support greater linkages with Procurement activity.

In addition to this, regular communication and engagement with Council officers involved in the procurement process is ongoing to continue to raise awareness of the local supplier base and their capability to supply the Council.

2.15 Analysis of the Spikes Cavell data for CWB anchor institutions shows that Councils have the highest annual spend and have invested the most within North Ayrshire. The combined spend for NAC, East Ayrshire Council, South Ayrshire Council, Police Scotland, NHS Ayrshire & Arran, Fire and Rescue Services and the University of the West of Scotland is over £1bn with £59m (5.7%) spent with local North Ayrshire suppliers. The graph below shows further details on each organisations total spend, spend across all Ayrshires, and spend within North Ayrshire.

Spend by CWB Anchor Institutions

	North Ayrshire Council	East Ayrshire Council	South Ayrshire Council	Police Scotland	NHS A&A	Fire and Rescue	Scottish Enterprise	UWS
Annual Spend £m	217	204	182	178	106	89	47	18
Spend Pan Ayrshire £m	65	49	68	1	9	8	0	0
Spend in NA £m	43	2	12	0	1	0	0	0
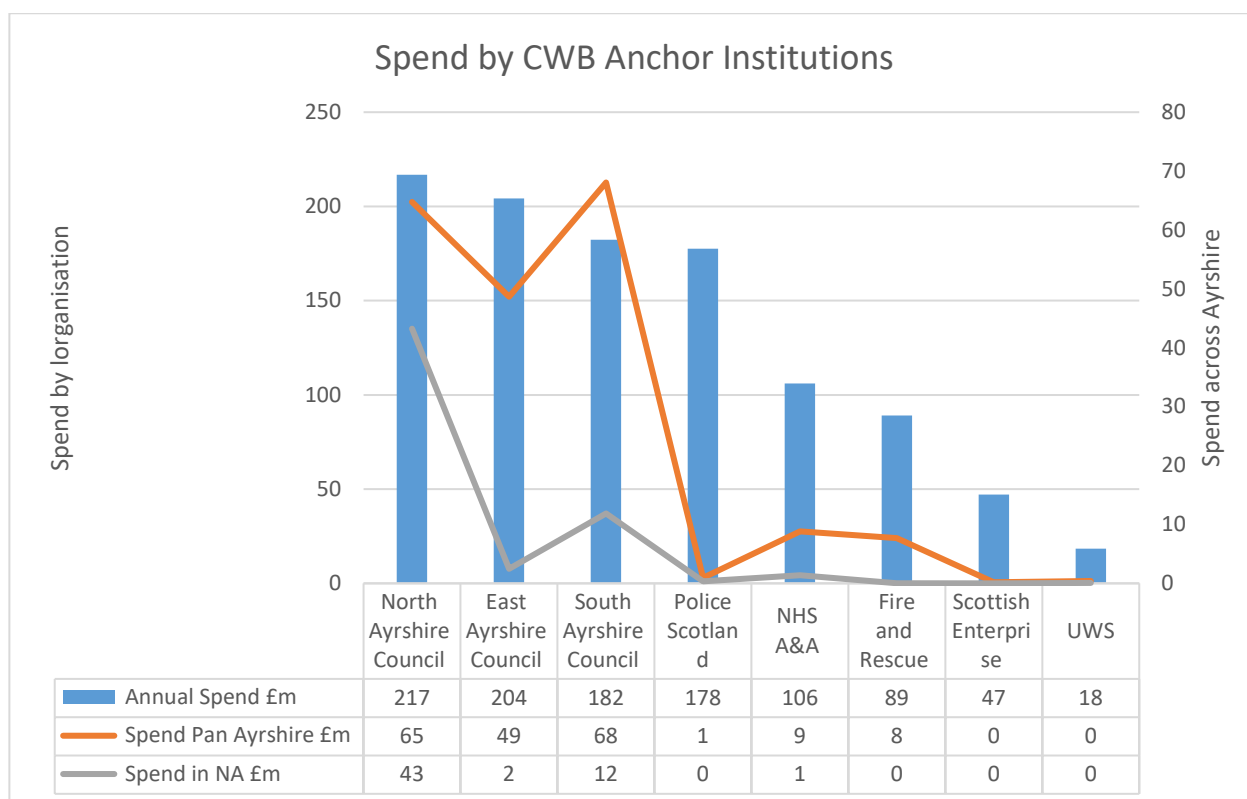
An Ayrshire CWB Procurement Lead Officer Working Group has recently been established and will carry out further work across the anchors institution to identify opportunities for more to be spent within Ayrshire. It is recognised there could be potentially significant opportunities across the other anchor institutions. The Lead Officer Group will report progress to the CWB commission.

2.16 To further support CWB, additional funding has allowed the 3 Ayrshire Councils to have access to additional 19-20 data from Spikes Cavell, called Grow Local. Each council has a dataset that provides information on all businesses within their own council area. The NAC Procurement team will continue to use the NAC Grow Local dataset and market intelligence from the Business Team to help identify suppliers to invite to Quick Quotes.

2.17 Analysis of the 1376 North Ayrshire businesses that are currently not used by the Council show a significant number are micro or very small businesses. Many are offering goods or services that the Council does not use e.g. 80 hairdressers/ beauty and tanning salons. This analysis is important to identify those businesses who do not currently transact with the Council, however, provide the types of goods or services that the Council procures and therefore presents future opportunities.

NAC UNUSED SUPPLIER - SIZE PROFILE

Chart: No. of Suppliers (y-axis, 0 to 900) vs No. of employees (x-axis)

- 1-4: 788
- 5-9: 209
- 10-49: 179
- 50-249: 43
- Blank: 157
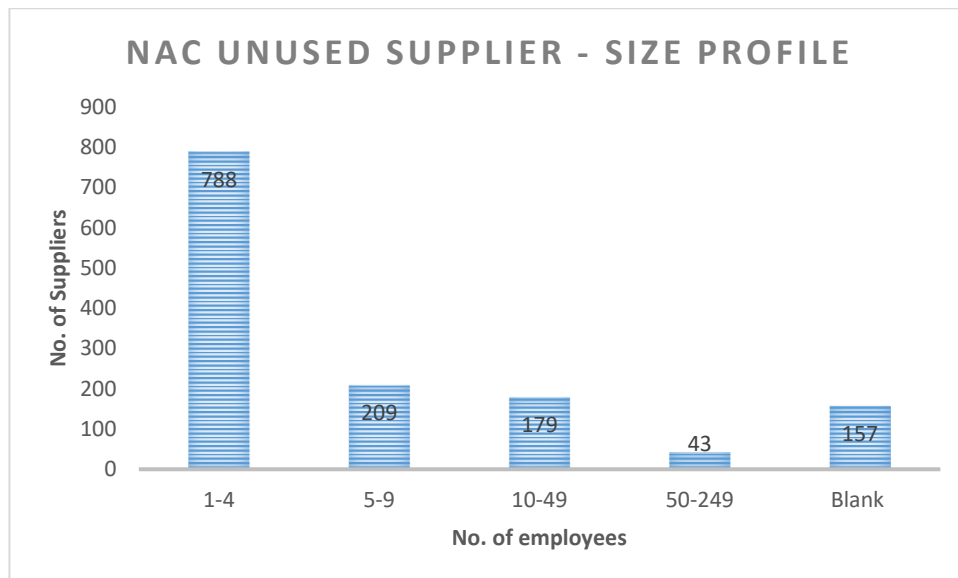
2.18 As part of the tendering process, community benefits are requested either on a voluntary basis or as a mandatory requirement, dependant on the value of the proposed contract. The current community benefits requirements focus on Employment, Education, Supply chain and Community Projects. The table below shows what was delivered during 19-20.

Benefit Type	Quantity
New Jobs	47 FTE
Apprenticeships	7.5 FTE
Work Placements	21
School Projects	21
SME/TSO Workshops	44
Community Projects	41

The area of community benefits is currently being reviewed and this is within the context of the Community Wealth Building Strategy. A new approach is being developed which is aligned to industry best practice and will include scoring and weighting of community benefit clauses within the procurement process and provide a more nuanced locality focussed approach to maximise outputs for the benefit of North Ayrshire, it's communities and residents.

Analysis of contracts awarded 20-21

2.19 Although a full analysis of spend data for 20-21 will not be available for a few months, an analysis of contracts awarded during this period has been undertaken. With a particular focus on the success of local suppliers within the context of procurement activity, the 20-21 analysis shows that 188 contracts have been awarded to 353 suppliers with a total value of £94,859,352. The contracts include differing types of procurement exercises ranging from low value Quick Quotes to high value EU tenders. The chart below shows the differing types, quantities and value of procurement exercises undertaken.

Contracts Awarded by Procurement Type
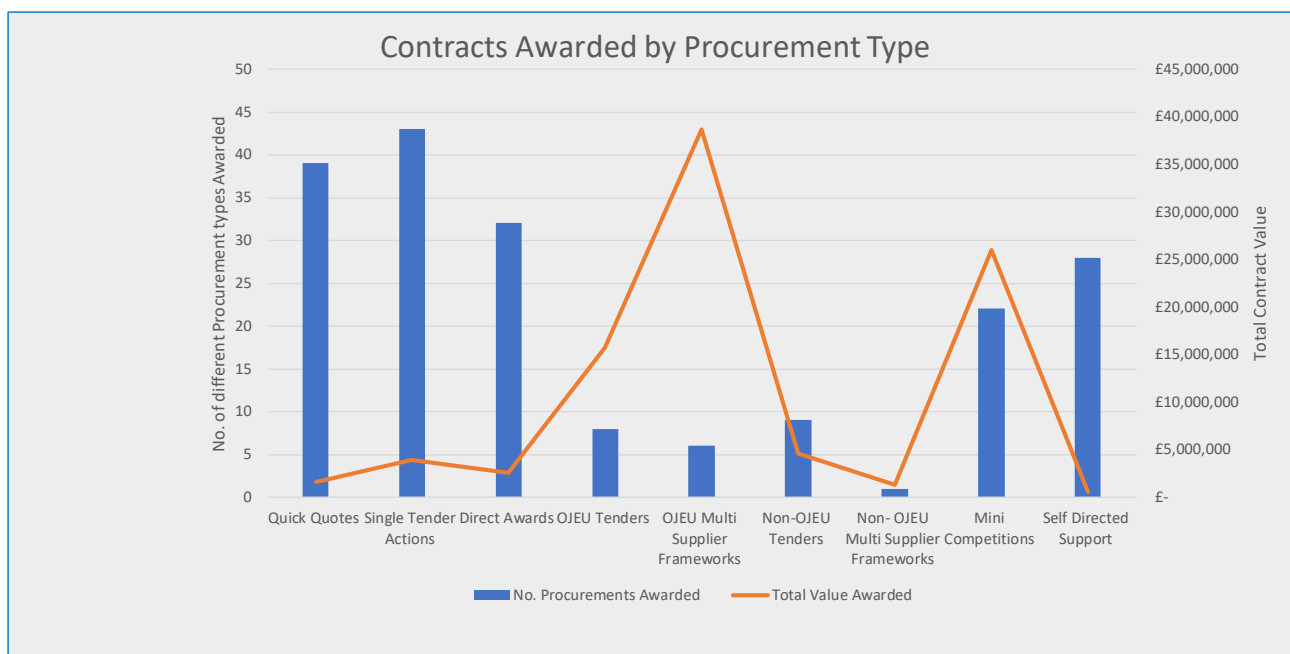
2.20 As noted earlier in the report quick quotes are invitation only and if there are 5 local suppliers with the capacity and who agree to bid, then procurement can be limited to those 5 suppliers, thus maximising the opportunities for local suppliers. As part of the quick quote process the Business Team continue to engage with local businesses to help build capacity and readiness to bid. During 20-21, 39 quick quotes with a value of £1.57m were awarded of which 9 awards with a value of £0.4m secured by local companies. Again, this data provides an initial benchmark from which future progress can be measured.

Work is also ongoing to identify market areas where local companies have been both successful and unsuccessful. The outcome of this review will identify sector gaps where there is little or no local presence bidding for contracts.

2.21 Tenders are carried out for above Quick quote threshold procurements and depending on the proposed contract values these fall into lower value Non-OJEU or higher value OJEU tenders (Official Journal of European Union). Following the UK's withdrawal from the EU, tenders started in 2021 will now need to comply with GPA (Government Procurement Agreement) rules. Tenders cannot be restricted in any way and are open to any suppliers registered on Public Contract Scotland to submit a bid.

17 tenders with a value of £20m were completed during 20-21 with one contract with a value of £0.55m being awarded to a local supplier. It is recognised however that through this procurement route further sub-contracting opportunities can benefit local companies. This activity is not routinely captured within the spend data. Further analysis and work will be undertaken to understand the impact and reach on local spend and identify different ways to capture sub-contracting data.

2.22 In addition to tenders referenced above for specific goods or services with a known requirement, framework agreements are also tendered. Frameworks are typically used to call-off goods and services when the need arises and these generally contain multiple different lots and can be awarded to numerous suppliers to ensure that capacity is

available when required by the Council e.g. vehicle repair, demolition, groceries, catering sundries, electrical upgrades.
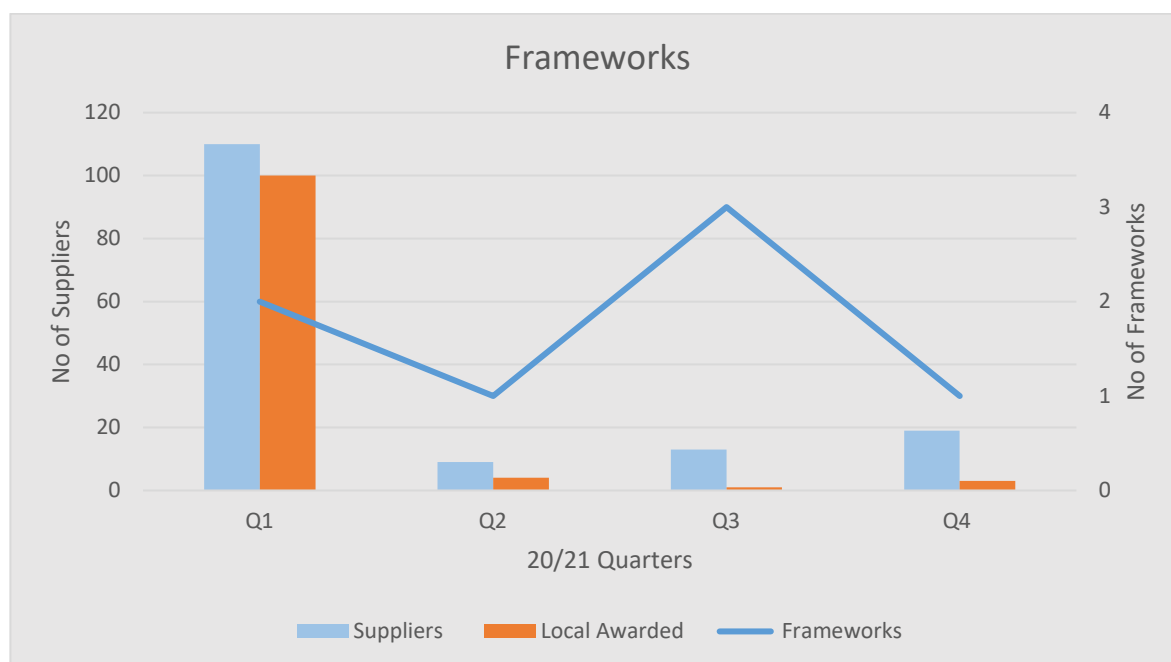
7 Frameworks were put in place with a value of £39.9m, 151 Suppliers were awarded a place on a framework of which 108 were local. As frameworks are only used when required, the actual value of spend that local suppliers receive in 20-21 will be captured and reported when the spend data is analysed through the annual Spikes Cavell exercise later in the year. From this data set however, there is a strong local company presence within framework activity through 20-21. Moving forward, creating opportunities for local businesses by supporting them in developing the skills required to secure a place on procurement frameworks, will continue to be a key focus area for the Council.

2.23 Mini competition is a method that can be used to call off from a framework contract and this is only open to suppliers who have successfully been awarded a place on a framework. The mini-competition process requires suppliers to bid for specified goods or services. 22 mini competitions to a value of £25.9m were awarded to 43 suppliers, 9 local suppliers were awarded contract to the value of £15m through this process.

Mini-competition value
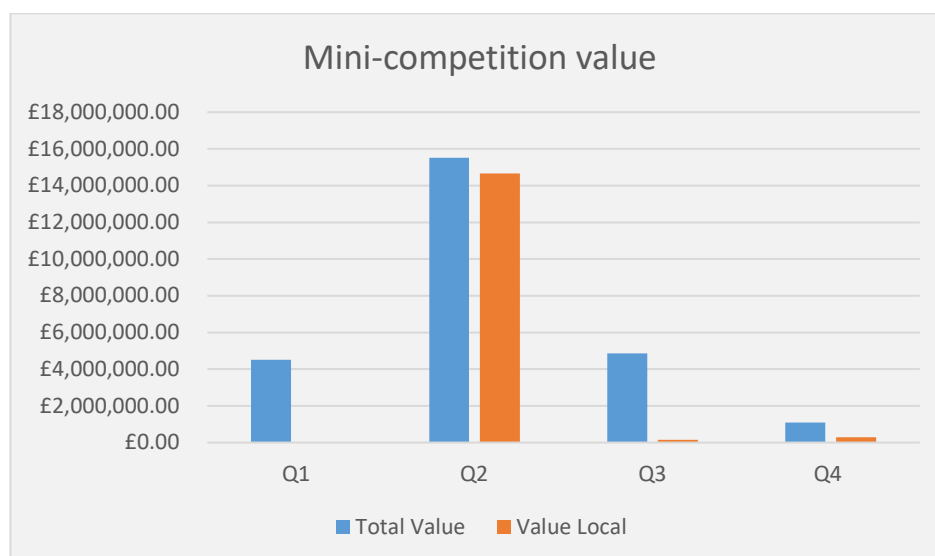
The high value in Q2 includes a mini competition for new house build

2.24 Although procurement legislation does not permit preferential treatment for companies based on location, there is a strong desire within the Council to enable and support local suppliers to be more successful in winning Council contracts. Further, through the Community Wealth Building Commission and the participation of the other anchor institutions, there is both the scope and opportunity for further growth in local business opportunities. All Officers involved in procuring goods and services can help achieve this ambition.

The procurement team will continue to work with Council services to maintain a waveplan of all future tendering opportunities and participate in meet the Buyer events to raise awareness of opportunities with local suppliers. Further research and analysis to enhance the understanding of local spend impact and to identify sector gaps where there is limited local presence is also important to help build local capacity.

The Business Team continues to engage with local suppliers to ensure they have visibility of upcoming quick quote and tendering opportunities, to access sector capacity and willingness to bid and provide access to specific training to maximise local supplies success in winning Council contracts.

3. Proposals

3.1 Cabinet note the contents of the report

4. Implications/Socio-economic Duty

Financial

4.1 No direct financial implications within this report, however, all progress in growing the level of local spend will continue to be set within the context of the Council's duty to secure Best Value.

Human Resources

4.2   None

Legal

4.3   Council procurement activities complies with all relevant procurement legislation and the Council's Standing Orders

Equality/Socio-economic

4.4   None

Environmental and Sustainability

4.5   None.

Key Priorities

4.6   None

Community Wealth Building

4.7   **Procurement**
- Community Benefits are requested as part of relevant tenders
- Local suppliers will be identified and invited to quick quotes and supported through tendering and framework opportunities wherever possible.

Employment – As a Living Wage Accredited Employer, the Council strongly believes that all employees should be paid the living wage. The Council encourages all bidders to pay the living wage and as part of future tendering activities, bidders will need to provide more information on their payment of Living Wage practices. This will include the number of staff who are paid and those that are not paid the living wage, with reasons for non-payment also recorded. Procurement and Business Support will use this information to work with suppliers to help them achieve payment of the living wage to all employees on future contracts.

Land and Assets – Not applicable
Financial Power – Not applicable
Democratic Ownership – Not applicable

5.   **Consultation**

5.1   Throughout all procurement exercises there is direct involvement with all relevant Directorate teams and engagement with other anchor institutions through the Community Wealth Building Commission.

Mark Boyd
Head of Service (Finance)

For further information please contact Anne Lyndon , **Senior Manager – Corporate Procurement ,** on 01294 324097.

Background Papers
Appendix 1 : Procurement Activity Report 20-21

Procurement Activity Report

2020/2021

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Comhairle Siorrachd Àir a Tuath

❖ Annual Contract volume and value by different Procurement Types

❖ Analysis of Quick Quote by Quarter showing Local supplier success by volume & value

❖ List of QQ categories of spend and local success

❖ Analysis of Tender by Quarter showing Local supplier success by volume & value

❖ Analysis of Framework - Number and suppliers awarded

❖ Analysis of Mini-comps - showing Local supplier success by volume & value

❖ Categories of spend vs successful/ unsuccessful local suppliers for all non Quick quote contracts

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Contracts Awarded

Contracts Awarded by Procurement Type

No. of different Procurement types Awarded

Total Contract Value

- No. Procurements Awarded
- Total Value Awarded

Categories: Quick Quotes, Single Tender Actions, Direct Awards, OJEU Tenders, OJEU Multi Supplier Frameworks, Non-OJEU Tenders, Non-OJEU Multi Supplier Frameworks, Mini Competitions, Self Directed Support

188 Contracts awarded   - Value £94,859,352

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Quick Quote - 20/21 Analysis

Quick Quote Awarded (20/21)

£1.57 m value of all QQ
£0.398m awarded locally   (25%)
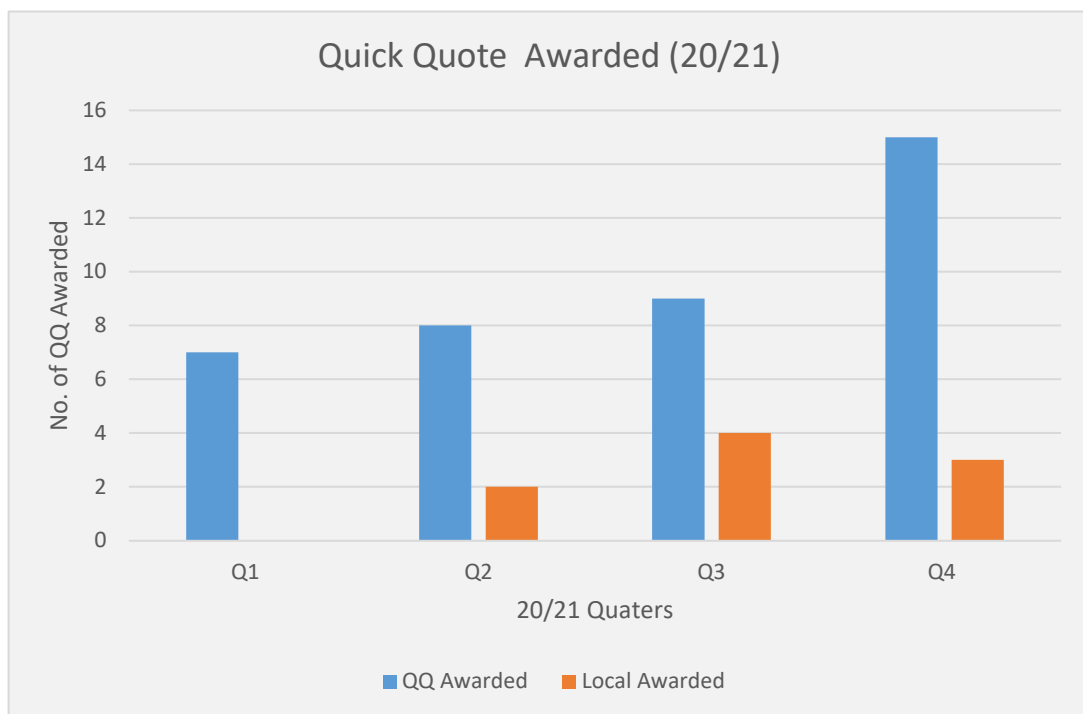
Quick Quote Value

39 Quick Quotes completed
9 Awarded to Local Suppliers (24%)
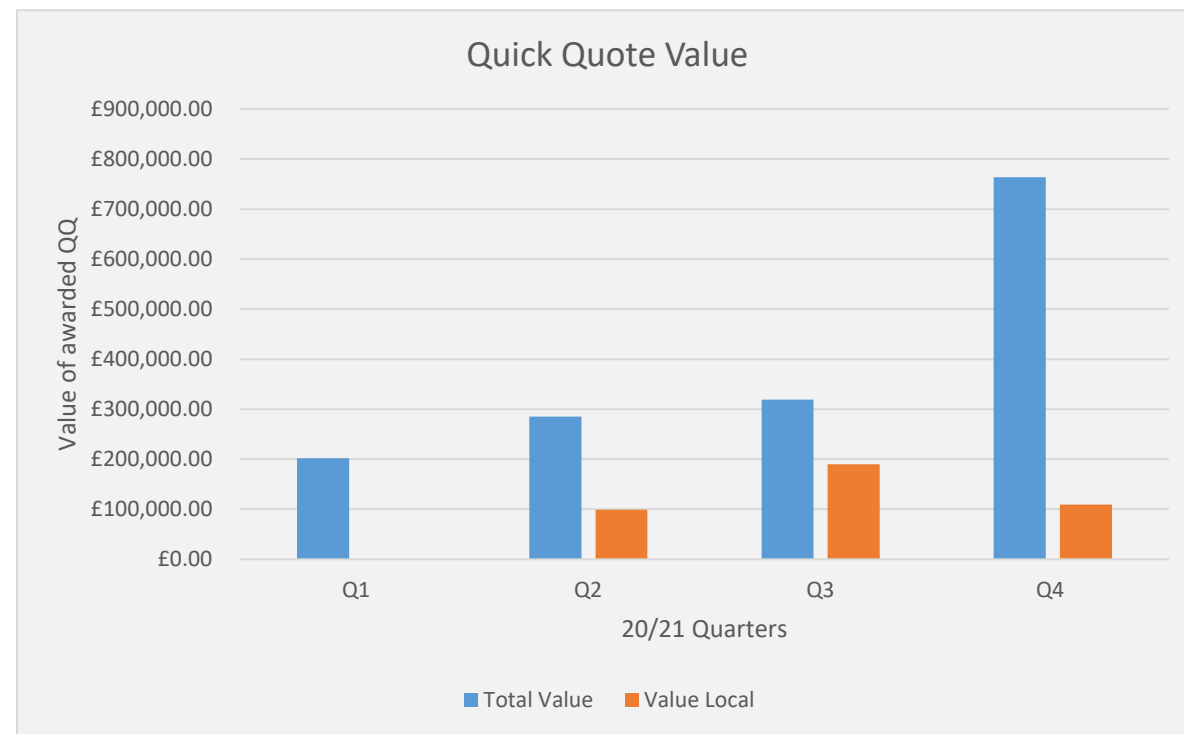
Quick Quotes are invitation only procurement exercises.
If 5 Local suppliers with capacity and are willing to bid, then all non- local suppliers excluded

QQ - Local supplier success by Category 20/21

Local suppliers Successful

- ❖ Civil Engineers
- ❖ Computer Hardware
- ❖ Concrete cutting, drilling & maintenance contractors
- ❖ Electricians

- ❖ Joiners & Carpenters
- ❖ Surveyors & Inspectors
- ❖ Tree Work contractors

Local suppliers unsuccessful

- ❖ Accountants
- ❖ Agricultural chemicals
- ❖ Architects & Design consultants
- ❖ Car & Van Dealers
- ❖ Construction project Management Consultants
- ❖ Counselling Service Providers
- ❖ Environmental Consultants
- ❖ Fire Protection System Providers
- ❖ Gardening Equipment Suppliers

- ❖ Installed software providers
- ❖ Laboratory & Scientific Testing Service Providers
- ❖ Market Analysts
- ❖ Metal Stockholders & Distributors
- ❖ Other construction contractors
- ❖ Other financial service providers
- ❖ Other Information Service Providers
- ❖ Other Technical Consultants

- ❖ Outdoor Lighting Suppliers
- ❖ Property Letting & Estate Agents
- ❖ Road Construction & Maintenance Contractors
- ❖ Sports & Play Area Surfacing Contractors
- ❖ Window & Door Installers

Tender - 20/21 Analysis
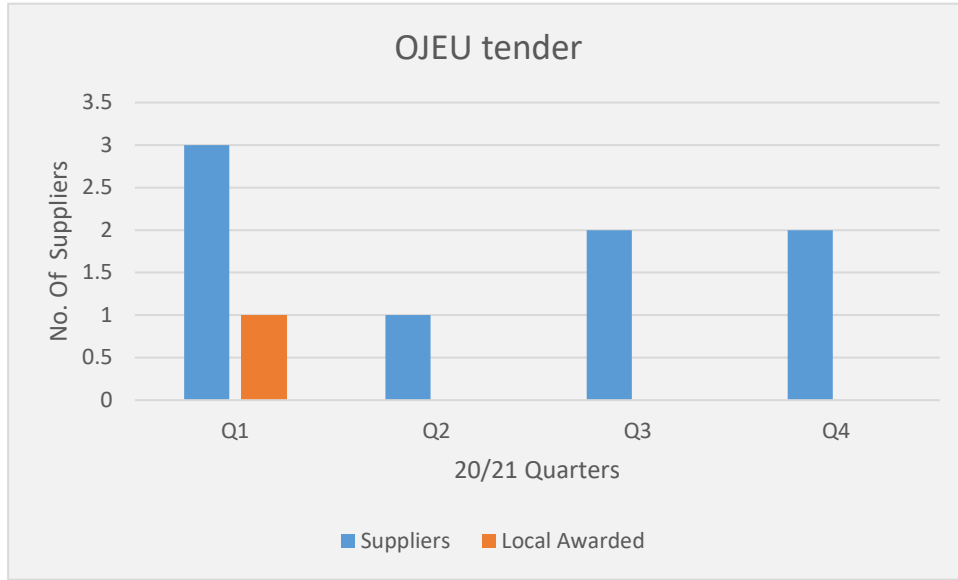
OJEU tender

Each Tender only has one supplier

8 Tenders completed 20/21
1 Awarded to Local Suppliers (13%)

Value	Q1	Q2	Q3	Q4
Total Value	£14,209,645	£275,000	£612,173	£643,004
Value Local	£554,907	£0	£0	£0

£15.74 m value of all OJEU Tenders
£0.555m awarded locally   (4%)
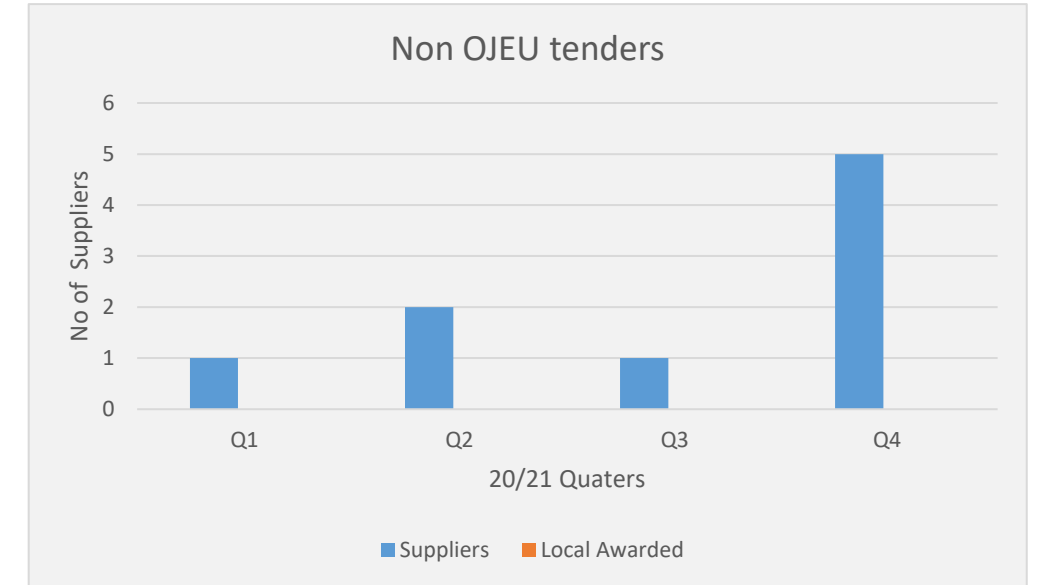
Non OJEU tenders

9 Tenders completed 20/21
0 Awarded to Local Suppliers (0%)

Value	Q1	Q2	Q3	Q4
Total Value	£93,013	£774,280	£1,190,000	£2,575,071
Value Local	£0	£0	£0	£0

£4.63 m value of all OJEU Tenders
£0 awarded locally   (0%)

Frameworks - 20/21 Analysis
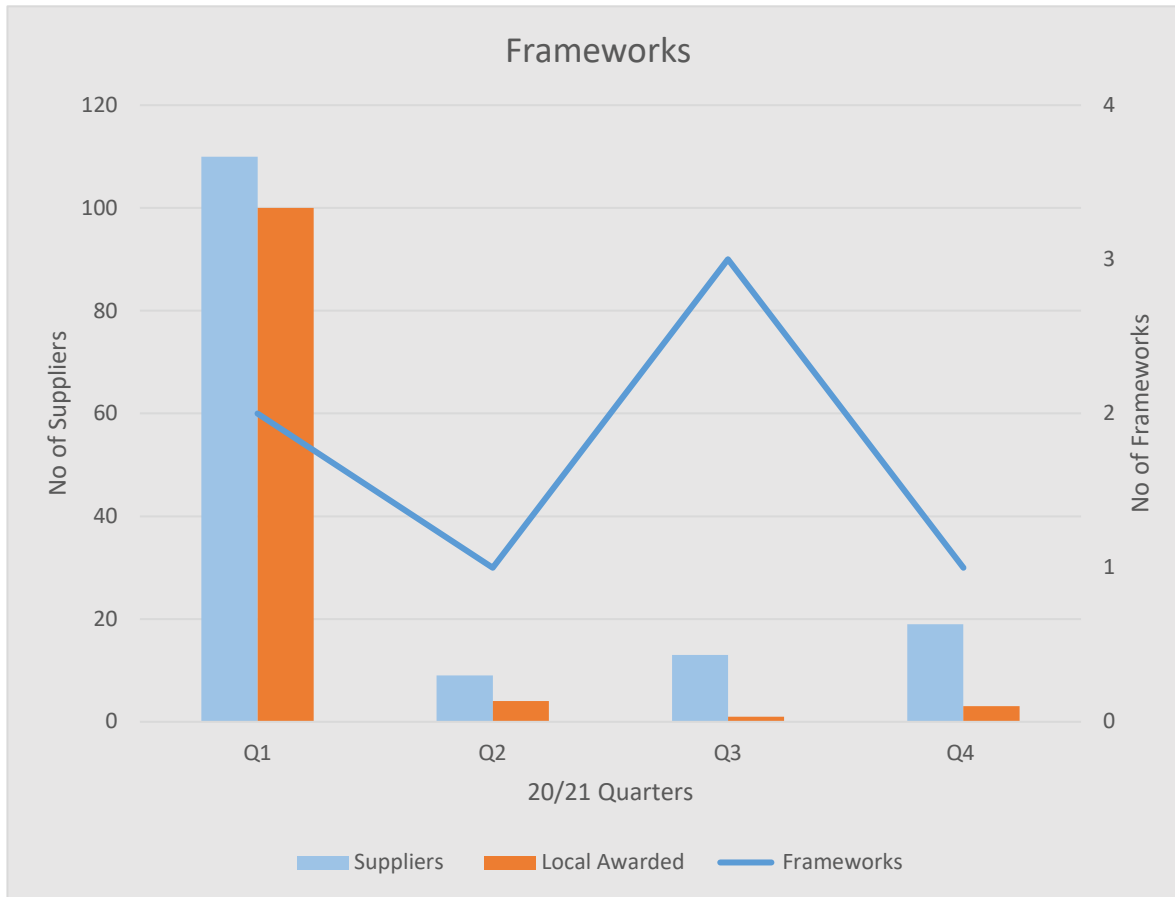
❖ **6 OJEU frameworks**

❖ **1 Non- OJEU frameworks**

❖ **Total Value £39,963,740**

❖ **151 Suppliers awarded to 7 frameworks**

❖ **108 Local suppliers awarded to 7 frameworks**

With a framework you are unable to say what value will be spent locally - until local suppliers are used and actual spending occurs.

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Mini-competitions - 20/21 Analysis
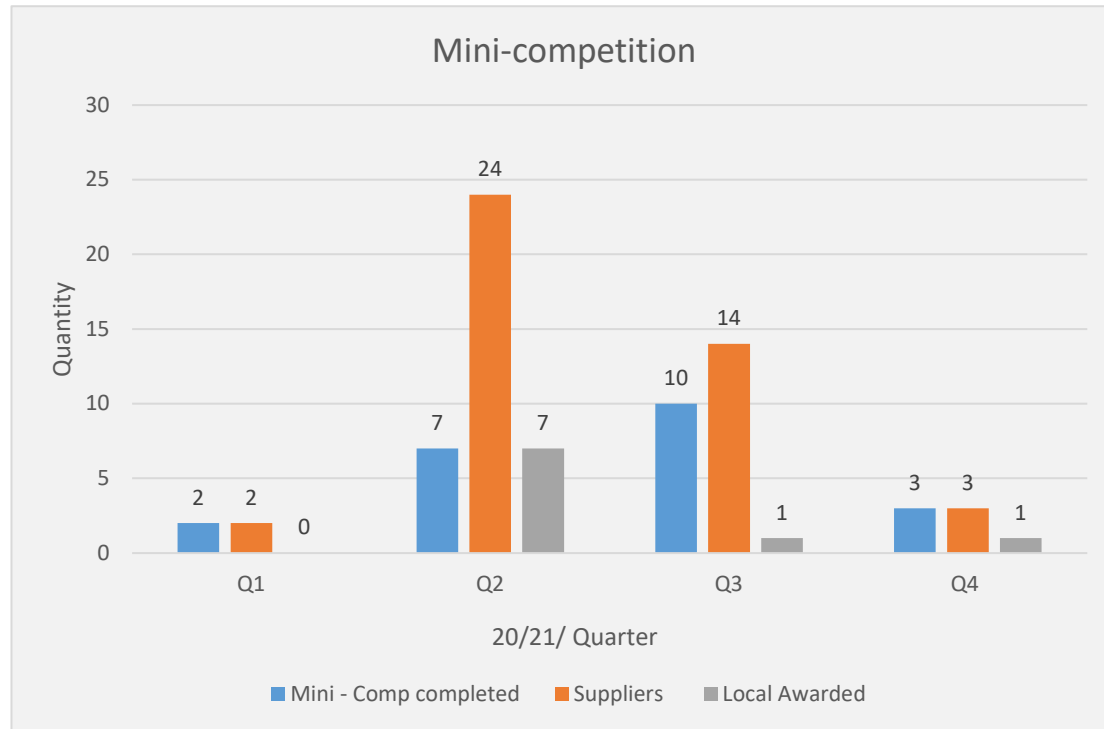
Mini-comps are only open to suppliers that are awarded to the original framework that is used for the Mini-comp.
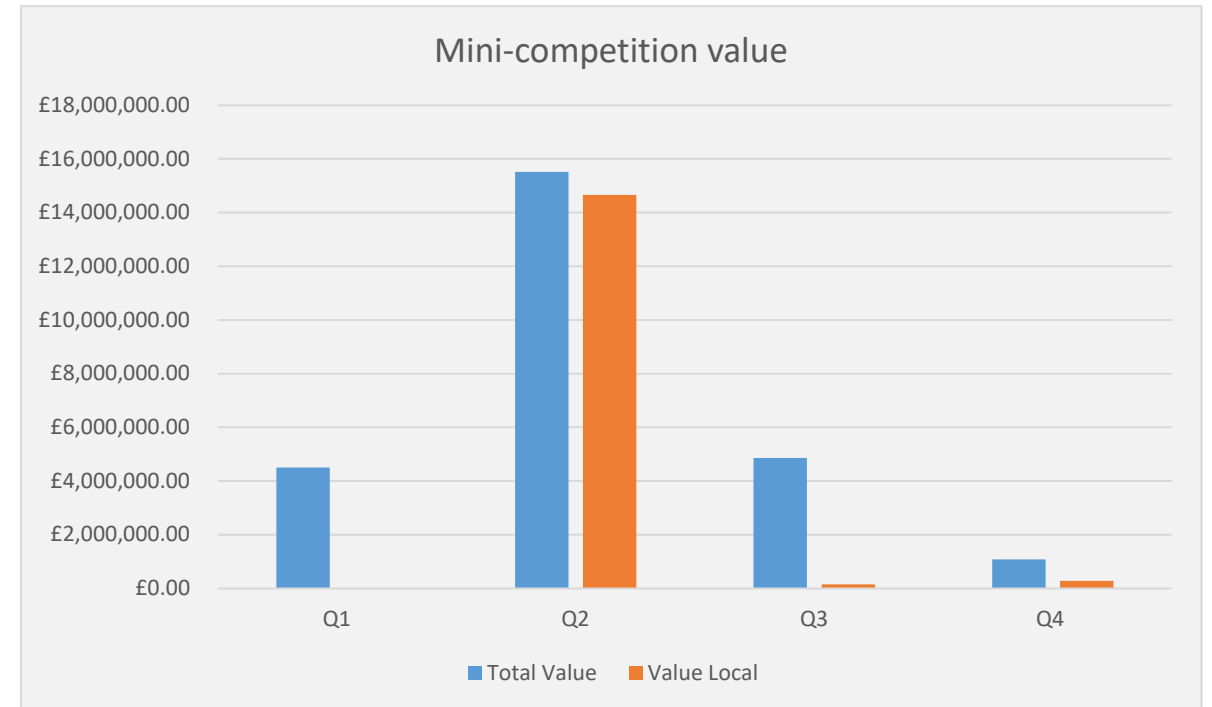
High value in Q2 relates to M/C for New Build House Build

Non QQ Contracts - Local supplier success by Category 20/21

Local suppliers Successful

- Adult Education Service Providers
- Civil Engineers
- Electrical Engineers
- Fixed Disability Equipment Suppliers
- Fleet Management Agencies
- Home Care Service Providers
- Independent Family Support Service
- Nursing Homes
- Other Business Services Providers

- Other Community Healthcare Services Provider
- Other Construction Contractors
- Other Education Services Providers
- Other Social Care & Social Service Providers
- Other Technical Consultants
- recycling service providers
- Software Developers
- Travel

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Non QQ contracts - Local supplier success by Category 20/21

Local suppliers unsuccessful

- Adult Education Service Providers
- Audio & Visual Equipment Suppliers
- Coastal and waterways management providers
- Community Based Adult Mental Health Service Providers
- Computer Hardware Suppliers
- Computer Systems Integrator
- Construction Project Management Consultants
- Debt Collectors
- Electrical Engineers
- Electricians
- Energy efficient product & service provides
- Energy Management solutions providers
- Fleet management agencies
- Fuel Card providers
- Gardeners
- House Builders
- Independent Family Support Service Providers

- Infrastructure Planning Consultants
- Installed software providers
- IT hardware and software
- Mains Utility multiple service providers
- Mains Water suppliers
- Managed & Outsourced Business Services Providers
- Mobile Communications Service Providers
- Network security providers
- Non-Residential Main Building Contractors
- Nursing Homes
- Other construction consultants
- Other construction materials suppliers
- Other financial service providers
- Other public bodies
- Other recruitment agencies & service providers
- Other Social Care & Social Service Providers
- Other social care and services
- Other Technical Consultants

- Other Waste Disposal Suppliers
- Outdoor Lighting suppliers
- Partitions, Dry Lining & Suspended Ceiling Suppliers
- Plumbing, Heating & AC (HVAC) Contractors
- Printer, copiers and MFD suppliers
- recycling service providers
- Sewerage and Drainage Service Providers
- Software as a Service Providers
- Solar energy equipment providers
- Sportswear & Equipment Suppliers
- Surveyors and Inspectors

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Inclusive Economy Dashboard**
Purpose:	To outline the Council's Inclusive Economy journey and seek Cabinet approval on the proposed Inclusive Economy Dashboard.
Recommendation:	That Cabinet: a) Notes the activity outlined as part of the Council's Inclusive Economy journey, including the delivery of the Community Wealth Building strategy as a practical means to achieve an inclusive and wellbeing economy. b) Approve the proposed Inclusive Economy Dashboard.

1. Executive Summary

1.1 North Ayrshire Council is recognised as a sector leader in Scotland and the UK in defining and implementing inclusive growth. The ongoing Community Wealth Building approach provides a practical means to achieving an inclusive and wellbeing economy in North Ayrshire. This report provides an overview of the importance of adopting inclusive economy approaches in North Ayrshire; the findings of the innovative Inclusive Growth Diagnostic Pilot undertaken 2016-2018; what is being progressed to deliver these findings including the Community Wealth Building strategy; the barriers to achieving an inclusive economy; and the creation of a new Inclusive Economy Dashboard as part of the Economic Recovery and Renewal Approach published in September 2020.

2. Background

2.1 The concept of inclusive growth recognises that not all people, groups and places benefit from growth. This trend is evident within North Ayrshire, with certain geographies and groups not fully participating or receiving the benefits of the economy. Therefore, inclusive growth was a key component of the refreshed Economic Development and Regeneration Strategy in 2016. The term inclusive economy – replacing the word growth – is now used in recognition that a focus solely on enhancing Gross Domestic Product (GDP) as an output is not sufficient to recognise the wider levels of economic, social and environmental wellbeing across communities. This is not to say that 'growth is not desired and there is certainly no intention to promote degrowth – growth will be fundamental to the ongoing and essential economic recovery in certain areas, for example in green technologies, and

the importance of supporting local businesses to grow (in a sustainable manner) and create fair work is fully recognised. However, it is acknowledged that there are often trade-offs between growth and inclusion or growth and the environment. Therefore it is important to no longer treat the economy, environment and personal health and wellbeing as separate spheres.

Why an inclusive economy?

2.2 It is clear from socio-economic data that there is a need to deliver a different approach to supporting the economy and the current health emergency only strengthens this need:

- North Ayrshire's claimant count (estimate of people claiming unemployment related benefits) for February 2021 is the highest in Scotland – 8.4% as a proportion of the working age population, in comparison the national average is 6.1%; the North Ayrshire rate is 50% higher than the pre-COVID-19 benchmark of February 2020.
- North Ayrshire has the highest rate of unemployment in Scotland over the period of October 2019 to September 2020, at 6.0%.
- Scottish Government analysis identified North Ayrshire as the least resilient economy in Scotland.
- North Ayrshire has the fifth lowest jobs density in Scotland at 0.57 (ratio of total jobs to working-age population).
- North Ayrshire has the second lowest female employment rate at 64.2% compared to 71.3% for Scotland (North Ayrshire's male employment rate is 74.5%).
- North Ayrshire has the third highest rate of economic inactivity in Scotland at 27.3%.
- The Equality Act core or work limiting disability employment rate is below the national level at 47% for North Ayrshire compared to 49% for Scotland.

2.3 Previous analysis by the Fraser of Allander Institute at the University of Strathclyde has highlighted the stark levels of regional inequality in Scotland. The NUTS 2 Southern Scotland region introduced in 2018 (comprised of the Ayrshires, South Lanarkshire, Dumfries and Galloway and Scottish Borders) had the lowest GVA per head across the whole of the UK.

Inclusive Growth Diagnostic

2.4 The Council worked in partnership with the Scottish Government's Office of Chief Economic Advisor, to pilot the 'Inclusive Growth Diagnostic'. The main purpose of the Diagnostic was to identify constraints and opportunities for driving inclusive growth in North Ayrshire, in order to prioritise actions to address them.

2.5 The Diagnostic followed a five-stage process:

1) Interrogation of data to unpick what is driving local inclusive growth performance
2) What constraints do benchmarking, evidence and local knowledge identify
3) Community consultation to ensure constraints identified are accurate
4) Prioritisation of constraints using diagnostic methodology
5) Local results which are informing priorities and innovative projects

2.6 The Diagnostic identified a list of prioritised constraints as outlined in Graph 1 below.

Diagnostic Results

Category	Value
Intermediate/Advanced skills	
Jobs density	
Health and well-being	
Entry-level skills/Work-readiness	
Basic digital skills	
Business-specific skills and entrepreneurship	
Sector composition	
Migration and Population decline	
Childcare	
Digital connectivity	
Aspirations	
Digital innovation	
People to jobs (transport)	
Business premises	
Housing	
Goods to market (transport)	

Graph 1: Findings of North Ayrshire's Inclusive Growth Diagnostic

2.7 Whilst many constraints were identified: health, the volume and type of jobs and skills were the key issues. This exercise also identified 'excluded' groups – that is, groups sharing similar characteristics that have been particularly excluded from the economy (and particularly labour market inclusion). The excluded groups identified were as follows:

- Young people;
- Those experiencing long-term health problems;
- Those experiencing in-work poverty; and
- Females.

2.8 A key finding of the Diagnostic was that whilst the findings are now used to influence key local economic development priorities, as well as embed them into partnership working at a regional level, national government and its agencies must reflect and respond to the Inclusive Growth priorities. For example, addressing a low jobs density will largely depend on the investment decisions made or directed by national bodies. Whilst it is recognised that the priorities in themselves are complex and interdependent, there needs to be recognition that national policy must change to recognise the challenges.

2.9 Since the agreement of the findings of the Diagnostic in 2018, work has taken place to embed the findings into service delivery and partnership working, including:

- In partnership with H&SCP work has taken place to target unemployed parents through the "We Work for Families" initiative. The project uses health visitors to engage and refer unemployed parents (predominantly female) into employability services.
- Targeted lone parents through the Skills for Life programme, which provides 6 months paid work placements.
- A significant health and employability proposal has been developed for the Ayrshire Growth Deal (AGD) and is now moving to implementation.
- A major skills fund has been developed for the Ayrshire Growth Deal (AGD).
- A supported employment service implemented (EQUAL) to support disabled residents back to work.
- Promotion of the Real Living Wage, fair work and skills interventions.

- Development of the Community Wealth Building strategy.
- Development of the Economic Recovery and Renewal Approach ('Green New Deal') focused on young people, wellbeing, Green Jobs Fund, supporting progression opportunities and upskilling, using capital investment to create local jobs. A series of 'asks' of both Scottish and UK Government to support an inclusive and green economic recovery in North Ayrshire were also developed.
- Development of a clear position to promote the need for investment into North Ayrshire, evidence base aligned to this, and participation in a number of national groups, to amplify North Ayrshire's position.

2.10 Community Wealth Building is the Council's key economic priority moving forward and this approach provides a practical means to achieving an inclusive and wellbeing economy. The Ayrshire Community Wealth Building Anchor Charter commits local and regional Anchor Institutions to a range of pledges across the five pillars of Community Wealth Building and a 'sixth pillar' of the Environment/Climate Action to improve wellbeing and create a strong, resilient and inclusive local and regional economy. A mapping exercise has taken place to outline how the Community Wealth Building strategy embeds the findings of the Diagnostic and is outlined in Table 1 below.

Table 1: CWB and Inclusive Growth

How the CWB strategy tackles the IG constraints identified	
Volume and type of jobs	- Enhance local spend and support local supply chains and supplier development - Support creation, sustainability and growth of plural ownership models including local SMEs, social enterprises, cooperatives, community enterprises and municipal activity - Support transition to employee ownership and a cooperative culture in North Ayrshire - Use land and assets for community and business benefit, ensure commercial property portfolio supports the growth of local businesses and entrepreneurial activity, including building on incubation space - Promote the Real Living Wage - Embed Fair Work approach and support other Anchor Institutions and businesses to do the same, maximising the potential of employees - Promote our investment opportunities to regional and national institutions to gain investment in our communities
Health	- Embed Fair Work approach and support other Anchor Institutions and businesses to do the same, maximising the potential of employees including focus on excluded groups - Continue employability focus on health and wellbeing and deliver a new supported employment programme 'EQUAL'

	• Take a more proactive approach to our Disability Confident status and encourage others to adopt this • Accessible recruitment process
Skills	• Maximise our approach to Community Benefits • Embed Fair Work approach and support other Anchor Institutions and businesses to do the same, maximising the potential of employees including focus on excluded groups • Supporting supplier development • Improve the linkages between our apprenticeship programmes and workforce planning • Support creation, sustainability and growth of plural ownership models including local SMEs, social enterprises, cooperatives, community enterprises and municipal activity • Support community capacity building to grow community ownership

2.11 The Economic Recovery and Renewal Approach (Green New Deal) approved by Cabinet in September 2020 further builds on the ongoing inclusive economy work, outlining specific actions for an inclusive and green economic recovery including:

- Targeted actions to support young people;
- Focus on wellbeing and supporting those impacted back to work;
- Supporting progression opportunities and upskilling;
- Using capital investment to create local jobs;
- A Green Jobs Fund;
- Keep it Local campaign.

2.12 As part of this Economic Recovery and Renewal Approach a targeted response through employability services is very much focused on females (parents), disabled/health barriers and young people. Significant promotion of fair work through the Kickstart approach being supplemented above the National Minimum Wage is also in place.

Inclusive Economy Dashboard

2.13 The Economic Recovery and Renewal Approach, published in September 2020, outlined an action to: 'Develop an Inclusive Economy Dashboard to track inclusive and green economic recovery and the new economic model, learning from the Doughnut Economics tool which proposes an economy with a social foundation we cannot fall below and environmental limits that should not be exceeded'.

2.14 Doughnut Economics proposes a social foundation that we cannot fall below and an ecological ceiling that should not be exceeded if we are going to create an ecologically safe and socially just space for healthy people and a healthy planet.
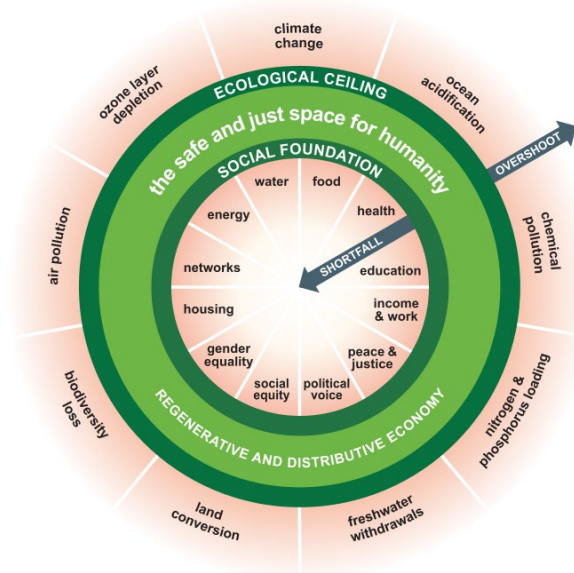
Figure 1 – Illustration of the original 'Doughnut'

(source: Kate Raworth, Doughnut Economics Action Lab)

2.15 The Inclusive Economy Dashboard has been developed to measure social, economic and environmental wellbeing in North Ayrshire. It uses publicly available statistics to track progress on the things that are important to the Place in relation to an inclusive and green economic recovery and renewal. The Dashboard has been developed through support as part of the Council's membership of the Inclusive Growth Network, with the Economic Policy team working closely with Metro Dynamics consultancy to develop the Dashboard.

2.16 The following key steps have been undertaken to support the development of the Dashboard:

1. *Assessment of metrics aligned to local objectives and the Doughnut Economics tool. Metrics cut across social, economic and environmental measures.*

2. *Metrics developed into a draft model informed by Doughnut Economics' principles. This captured trends in data, comparisons to Scottish average, and linked metrics to local priorities (Inclusive Growth Diagnostic, Community Wealth Building strategy, Council Plan Performance Framework, Child Poverty Action Plan, Environmental Sustainability and Climate Change Strategy, Fair for All, as well as the UN Sustainable Development Goals (SDGs)). As part of this step, the project team reviewed similar models and best practice from other places.*

3. *Revision of this model based on feedback from Council officers and external partners. This included an internal officer workshop and engagement with officers from the following services: Business Development, Children's Services, Community Planning, Corporate Policy and Performance, Corporate Sustainability, Education, Employability and Skills, HSCP, Planning, Protective Services and Regeneration. Feedback was also sought from the following 'critical friends': Centre for Progressive Policy (Inclusive Growth Network), Joseph Rowntree Foundation (Inclusive Growth Network), Fraser of Allander Institute, Professor Alan McGregor (University of Glasgow).*

2.17 The full Dashboard is presented in Appendix 1. Learning from the Doughnut Economics tool, the Dashboard is designed with two overarching themes: 'sustainable environment' and 'socio-economic foundation'. Within these a series of domains are presented reflecting local, national and international priorities. Within each domain is at least one indicator which reflects performance within that particular domain, along with a comparison to the Scottish average, trend performance and a description. The Dashboard includes a visualisation of the domains in the 'doughnut' shape including a 'RAG' status colour coding on trend performance, with tables below including the data, comparisons, performance and descriptions. Behind the public facing Dashboard are Excel spreadsheets which include links to the original datasets, sources as well as the update frequency of the data. In addition to this, a technical note has been prepared (attached within Appendix 2).

2.18 The approach for the socio-economic foundation has followed a 'life cycle approach' as well as domains on equality, place and business. The life cycle approach is a tool used as the first stage of place-based inclusive growth diagnostics to understand the anatomy of the local inclusive growth challenge. It looks at a series of indicators across a person's life cycle, from early years to older residents.

2.19 The Dashboard has taken forward key findings of the Inclusive Growth Diagnostic, particularly regarding the identification of 'excluded groups' (groups that have been particularly excluded from the economy and in particular labour market inclusion) with indicators included to track these groups: those with health barriers (Equality Act Core or Work-Limiting Disability Employment Rate); those in in-work poverty (Percentage earning below the Real Living Wage); females Female Employment Rate); and young people (Youth Claimant Count, Participation Rate, School Leaver Positive Destination). The Dashboard also reflects the key 'constraints' identified by the Diagnostic (health, the volume and type of jobs, and skills).

2.20 When deciding on indicators, it was important to ensure that they:

- Align with North Ayrshire Council and CPP strategies;
- Allow for comparisons with Scotland averages and over time;
- Are regularly updated and easy to access;
- Provide insight on the North Ayrshire people, place and economy;
- Are considered to be accurate and robust measures;
- Indicate socio-economic and environmental outcomes.

2.21 In terms of indicators included, there were several areas officers would like to see reflected in the Dashboard, nevertheless for various reasons such as availability and reliability of data these were not included at this stage. Table 2 below outlines the areas not included and the rationale.

Table 2: Gaps in data and data reliability issues faced

Indicators where there should be lobbying of Scottish Government to develop a local measure:

- Social capital
- 'Green' jobs and 'green' business adoption

Indicators that were not included due to data reliability issues:

- Ethnic Minority employment rate (no data available due to small sample size)
- Access to and use of public transport (Scottish Household Survey)
- Access to green and blue space (Scottish Household Survey)
- Volunteering
- Social enterprises

Areas we would look to include in a future version when the measure is obtained:

- Land covered in forest
- Biodiversity

2.22 It is worth noting that even though there is no weighting attached to the domains, that there are inter-relationships between them. For example, an increase in GVA might not necessarily be positive for emission reduction.

Next Steps

2.23 It is proposed that this Dashboard will replace the socio-economic reports that were previously reported to the North Ayrshire Council's Executive Leadership Team and shared with wider partners (produced by the Economic Policy team, with the previous two versions undertaken by the Fraser of Allander Institute). Monthly Covid-19 Economic Impact briefings continue to be reported to the Emergency Management Team, Elected Members, Chief Officers and Community Planning partners. The Dashboard provides easy to understand social, economic and environmental wellbeing data to communities, partners and Council officers, supporting an evidence-based approach. Future reviews would take place on the indicators included and the presentation of the Dashboard.

2.24 There are opportunities to think about how the Council uses the model beyond monitoring progress. Some Local Authorities in the UK including Cornwall, as well as Amsterdam on an international level, have used the Doughnut Economics tool as a model for supporting decision making across social, economic and environmental domains. Further engagement will take place with external partners including the Inclusive Growth Network on lessons that can be learned from the use of such tools to inform any future updates to the Dashboard. In addition to this, a mapping exercise has been undertaken against the Council Plan's priority outcomes and performance management framework and wider Council strategies.

2.25 The Economic Recovery and Renewal Approach set out a series of 'asks' of both Scottish and UK Government to support an inclusive and green economic recovery in North Ayrshire. It is widely accepted that fragile regions like North Ayrshire and Ayrshire are hit hardest by economic shocks and so must be prioritised for investment moving forward in order to achieve an inclusive economy in Scotland. The need for an inclusive economy will continue to be promoted through the following means:

- Participation in national and regional networks including COSLA, SOLACE, SLAED, Industrial Communities Alliance, West of Scotland European Forum,

Highlands and Islands European Partnership, Convention of Highlands and Islands, Southern Scotland NUTS2 Local Authorities;

- The Council's membership of inclusive and wellbeing economy best practice and advocacy networks including the Inclusive Growth KnowHow Network, CLES Community Wealth Building Community of Practice, the Wellbeing Economy Alliance;
- Consultation responses to government and parliamentary committees (recent examples including Scottish Parliament inquiry on Economic Recovery, Scottish Government Advisory Group on Economic Recovery, Scottish Government Infrastructure Investment Plan, Scottish Government Future of European Funding, Scottish National Investment Bank);
- Regional partnership working and influencing of strategic issues and regional and national partner's activities where appropriate through the Regional Economic Partnership and Ayrshire Growth Deal (i.e. Regional Spatial Strategies);
- Meetings and dialogue with senior governmental and agency officials;
- Meetings and dialogue with Council Leader, Portfolio Holders and Government Ministers.

2.26 The Council's membership of the Inclusive Growth KnowHow Network facilitated by the Centre for Progressive Policy and funded by the Joseph Rowntree Foundation, provides a significant opportunity to further promote North Ayrshire's position as a leader in defining and delivering an inclusive and green economy.

2.27 The above actions will ensure the Council continues to be recognised in the field of inclusive and wellbeing economic policy and, most importantly, will promote the need for additional investment in North Ayrshire by supporting a key commitment of the Council Plan – 'A powerful and respected voice':
- We will make our case nationally, regionally and locally to secure investment to support delivery of our priorities.
- We will work with partners nationally, regionally and locally to align their strategies and resources to support our priorities.

3. Proposals

3.1 That Cabinet:

a) Notes the activity outlined as part of the Council's Inclusive Economy journey, including the delivery of the Community Wealth Building strategy as a practical means to achieve an inclusive and wellbeing economy.

b) Approve the proposed Inclusive Economy Dashboard.

4. Implications/Socio-economic Duty

Financial

4.1 None.

Human Resources

4.2 None.

Legal

4.3   None.

Equality/Socio-economic

4.4   The Dashboard outlines a range of indicators related to socio-economic conditions.

Environmental and Sustainability

4.5   The Dashboard outlines a range of indicators related to the environment and sustainability.

Key Priorities

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

- North Ayrshire has an inclusive, growing and enterprising economy
- North Ayrshire's residents and communities enjoy good life-long health and well-being
- North Ayrshire's children and young people experience the best start in life
- North Ayrshire is well-connected with effective infrastructure
- North Ayrshire is a sustainable environment
- North Ayrshire is a vibrant, welcoming and attractive environment
- A powerful and respected voice
- An efficient Council that maximises resources and provides value for money

Community Wealth Building

4.7   The Dashboard outlines a range of indicators relevant to the Community Wealth Building strategy and these are noted below. It is recognised nationally that a dedicated set of Community Wealth Building indicators would be beneficial to measure the progress of this new economic approach and North Ayrshire will work with national partners such as the Centre for Local Economic Strategies (CLES) to progress this.

Procurement: GVA per head, Business 5-year survival rate, Jobs density.

Fair Employment: Percentage of children living in poverty (after housing costs), Youth claimant count, 16-19 participation rate, Percentage of school leavers entering positive destinations, No or low qualifications (up to NVQ2), Employment rate, Unemployment rate, Economically inactive, Claimant count rate (claimants as a proportion of population of area aged 16-64), Percentage of those earning less than the Living Wage, Average earnings, Female employment rate, EA Core or Work-Limiting Disabled employment rate, ONS Personal well-being.

Land and Assets: Vacant and derelict land, Town Centre vacancy rate.

Financial Power: Fuel poverty.

Plural Ownership of the Economy: Business 5-year survival rate, Jobs density.

5. Consultation

5.1 In the development of the Inclusive Economy Dashboard, engagement has taken place with the following services: Business Development, Children's Services, Community Planning, Corporate Policy and Performance, Corporate Sustainability, Education, Employability and Skills, HSCP, Planning, Protective Services and Regeneration. Feedback was also sought from the following 'critical friends': Centre for Progressive Policy (Inclusive Growth Network), Joseph Rowntree Foundation (Inclusive Growth Network), Fraser of Allander Institute, Professor Alan McGregor (University of Glasgow). The Dashboard was presented at the March 2021 meeting of the Community Wealth Building Expert Advisory Panel. Engagement has taken place with the Community Planning Partnership Senior Officer Group.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact **Julie McLachlan, Senior Manager – Economic Policy,** on **07971332909.**

Background Papers
Report to Cabinet on the findings of the Inclusive Growth Diagnostic – March 2018
Report to Policy Advisory Panel on implementation of Inclusive Growth Diagnostic – March 2019
Report to Cabinet on the Economic Recovery and Renewal Approach – September 2020

Appendix 1 – Draft Inclusive Economy Dashboard
Appendix 2 – Inclusive Economy Dashboard Technical Note

North Ayrshire Inclusive Economy Dashboard

This Inclusive Economy Dashboard has been developed to measure social, economic and environmental wellbeing in North Ayrshire. It uses publicly available statistics to track progress on the things that we care about as a place in relation to an inclusive and green economic recovery and renewal

The Dashboard uses the learning from the Doughnut Economics tool which proposes an economy with a social foundation we cannot fall below and environmental limits that should not be exceeded.

Note: The model shows domains with RAG ratings applied by NA trends. The RAG rating applied is: an amber zone that shows indicator change on the previous period within +/-2%, a red rating that shows a negative change greater than +/-2%, and a green rating that shows a positive change greater than +/-2%.
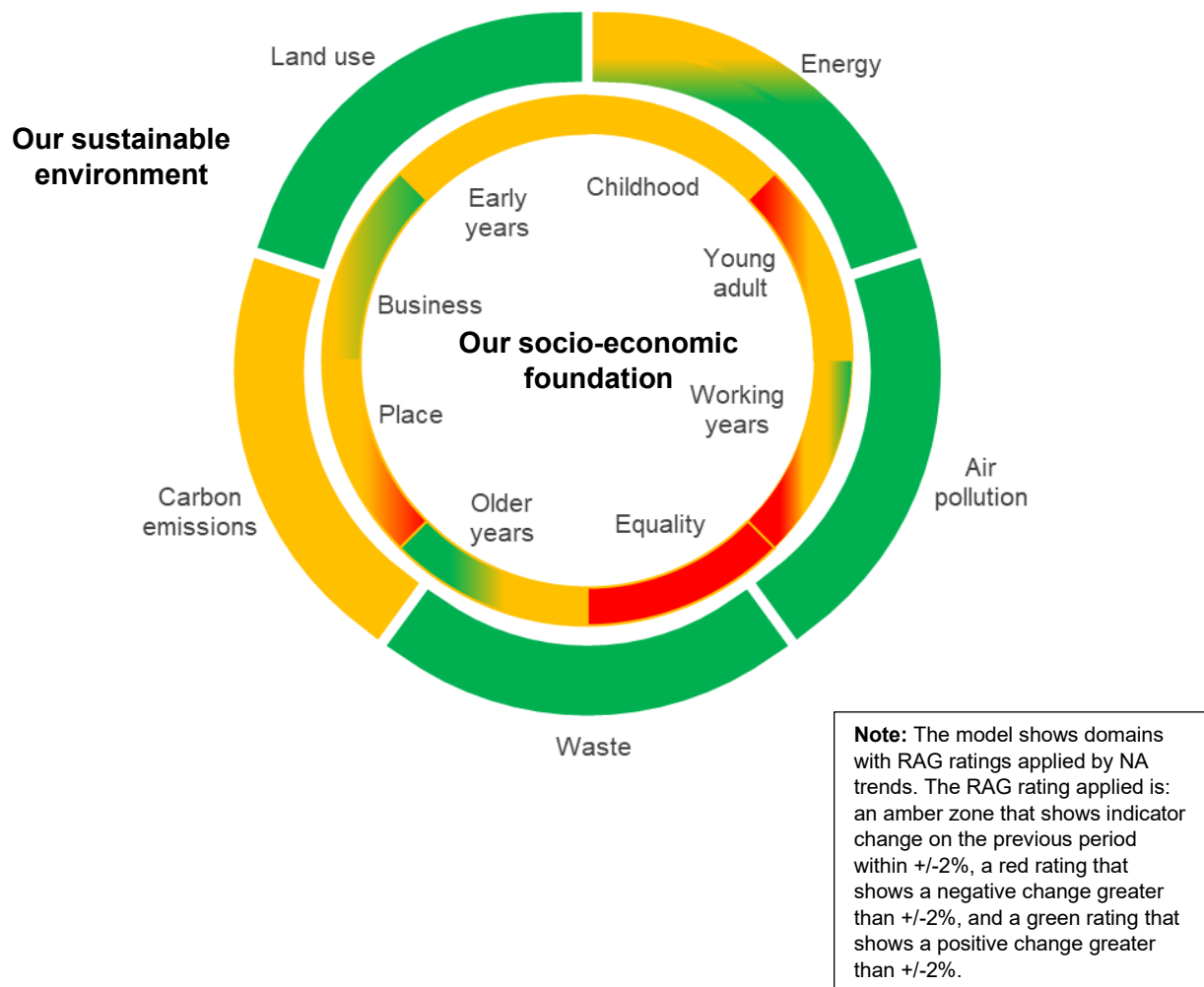
Our sustainable environment

Domain	Indicator	North Ayrshire (rated against Scotland average)	Scotland average	North Ayrshire change from previous period
Carbon emissions	Overall carbon emissions (tonnes) per capita	6.2 tonnes/capita (2018)	5.3 tonnes/capita (2018)	0%
	Domestic carbon emissions (tonnes) per capita	1.58 tonnes/capita (2018)	1.6 tonnes/capita (2018)	-0.6%
Land use	Hectares of vacant and derelict land in North Ayrshire (per capita)	0.0088 ha/capita (2019)	0.002 ha/capita (2019)	-7.4%
Energy	Renewable electricity: Installed Capacity at Local Authority Level	0.0012 MW/capita (2019)	0.0022 MW/capita (2019)	0%
	Total final energy consumption in North Ayrshire	35.5 MWh/capita (2017)	27.6 MWh/capita (2017)	-6.8%
	Total final energy consumption in North Ayrshire (excluding bioenergy and wastes)	24.7 MWh/capita (2017)	26.6 MWh/capita (2017)	-8.5%
Air pollution	North Ayrshire Air Quality (declared Air Quality Management Areas (AQMA))	0 breaches	N/A	0 breaches
Waste	Percentage of total household waste that is recycled	56.3% (2019)	44.9% (2019)	+3.1%

Our socioeconomic foundation

Domain	Indicator	North Ayrshire	Scotland	North Ayrshire change from previous period
Early years	Percentage of children achieving their developmental milestones at the time the child starts primary school	74.3% (2017/18)	73.6% (2017/18)	+1.2%
Childhood	Literacy and numeracy attainment gap between most and least deprived at P1, P4, P7 combined	19.56% (2018/19)	18.74% (2018/19)	N/A
	Percentage of children living in poverty (after housing costs)	28.3% (2018/19)	24% (2018/19)	+0.7%
Young adult	Youth claimant count rate (claimants aged 16-24 as a proportion of population of area aged 16-24)	10.3%	6.90%	+66%
	16-19 participation rate	90.6% (2020)	92.1% (2020)	+0.1%
	Percentage of school leavers entering positive destinations	94% (2018-19)	95% (2018-19)	-1.7%
Working years	Percentage of households in fuel poverty	28% (2016-18)	25% (2016-18)	+7.7%
	No or low qualifications (up to NVQ2)	45.3% (2019)	39.2% (2019)	+1.3%
	Percentage of working age population in employment (Employment Rate)	69% (Oct 2019-Sep 2020)	73.8% (Oct 2019-Sep 2020)	-1.7%
	Percentage of working age population not in employment (Unemployment Rate)	6% (Oct 2019-Sep 2020)	3.5% (Oct 2019-Sep 2020)	0%
	Economically inactive	27.3% (Oct 2019-Sep 2020)	23.5% (Oct 2019-Sep 2020)	+10%
	Claimant count rate (claimants as a proportion of population of area aged 16-64)	8.2% (Dec 2020)	5.9% (Dec 2020)	+55%
	Percentage of those earning less than the Living Wage	16% (2019)	16.9% (2020)	-34%
	Average earnings	£596.3 pw (2020)	£592.7 pw (2020)	+8.5%
Equality	Female Employment Rate	64.2% (Oct 2019-Sep 2020)	71.3% (Oct 2019-Sep 2020)	-2%
	Equality Act Core or Work-Limiting Disabled	47% (2019)	49% (2020)	-4%
Older years	Healthy life expectancy: Female (at birth)	56.0 (2016-18)	62.2 (2016-18)	-1.9%
	Healthy life expectancy: Male (at birth)	57.3 (2016-18)	61.9 (2016-18)	+2.3%

Domain	Indicator	North Ayrshire	Scotland	North Ayrshire change from previous period
Place	Population change from the previous year	-0.4% (2019)	+0.5% (2019)	0%
	Working age population (aged 16-64)	60.7% (2019)	64.0% (2019)	-0.3%
	Town Centre Vacancy Rate	12.5% (2019/20)	11.7% (2019/20)	+25%
	Proportion of properties receiving superfast broadband	94.1% (2019)	93.3% (2019)	-0.2%
	ONS Personal well-being: Average Happiness Score (out of 10)	7.22 (2019/20)	7.43 (2019/20)	-1.9%
Business	GVA per head	£14,840 (current prices, 2018)	£26,013 (current prices, 2018)	+2.6%
	Business 5-year survival rate	42.4% (2014-18)	42.3% (2014-18)	+3.4%
	Jobs density	0.57 (2019)	0.82 (2019)	0%

Appendix 2

Inclusive Economy Dashboard Technical Note

Indicators selected for the model

- When selecting metrics to include in the model, we ensured that they:
    - Align with North Ayrshire's strategies, building in metrics from CWB and others
    - Are regularly and publicly updated and easy to access
    - Are considered to be accurate and robust measures
    - Allow for comparisons with Scotland averages and over time
    - Provide insight on North Ayrshire's people and economy
    - Indicate socioeconomic and environmental outcomes
- The confidence intervals and reliability of indicators were examined before determining whether an indicator was suitable for inclusion. For example, we mapped key indicators in line graphs to 'sense-check' their recent performance as the dashboard is only providing a snapshot of this and last period's data and not the whole picture. Following this methodology meant that some desirable metrics had to be omitted from the dashboard as they were not deemed reliable enough to include.
- As the model is used in future, there will be opportunities to review the indicators included and consider revisions in response to data availability and changing priorities. However, we should maintain a basket of key indicators that are included regardless (i.e. employment rate, unemployment rate, etc).

RAG rating method

- The finalised version of the dashboard uses the following banding for the RAG ratings:
    - Underperforming by 2% or more against the Scotland level/last period's North Ayrshire data = Red
    - Within a range of +/-2% compared to the Scotland level/last period's North Ayrshire data = Amber
    - Outperforming by 2% or more against the Scotland level/last period's North Ayrshire data = Green
- Selecting the cut-off points for RAG ratings is a subjective process which can be influenced unintentionally by pre-existing biases. Considering this, we feel that the selected level of +/-2% for the RAG ratings seems reasonable, we arrived at this through sensitivity testing the data against other levels (i.e. +/-5% and +/-10%). The chosen range produced the best spectrum of results with respect to highlighting key trends in the North Ayrshire data.
- The North Ayrshire change from the previous period column compares the current figure for North Ayrshire (for a specified indicator) against its figure for the same indicator for the same time in the previous year – basically capturing the indicator's 12 month change in performance. Where the data was not available for the previous year the data for two years prior was used in its place, this could potentially misrepresent the actual trend; however, as no data exists for the previous year, it is better to use what data there is to best capture indicator trend performance.
- The choice to use the trend data RAG ratings on the doughnut model was the preferred approach over using the Scottish RAG indicators, as we understand the structural deficiencies against the Scottish average for some indicators; however, we want to promote/highlight areas where North Ayrshire is showing improvement and where the performance is worsening (i.e. economically inactive). The Scottish benchmarking in

1

the dashboard panels are included to monitor North Ayrshire's performance against the national average.

- It should be noted that care must be taken regarding current and potential future indicators' confidence intervals with respect to RAG ratings, this is especially true for indicators where they are close to the cut off points (i.e. 1.9%) on the RAG ratings.

Impact of Covid-19 on data

- It should be caveated that Covid-19 is having a significant effect upon the labour market indicators now and likely in future periods – especially as the Government Jobs Retention Scheme is still in place at the time of data collation (February 2021). The dashboard could experience a 'green-shift' where indicators look more favourable in a year after Covid-19 recedes – in the labour market data especially. Changes in the following year could appear red/amber in comparison.
- Therefore, it is recommended that in future additional 3-year average performance figures are considered for inclusion to account for statistical anomalies and outliers. Additionally, this may allow us to expand the possible pool of indicators from which to draw from as the employment of 3-year averages allows us to mitigate period to period volatility and smooth indicator performance.

2

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Ayrshire Flood Risk Management Strategy and Plan**
Purpose:	To update Cabinet on progress and next steps in relation to the Second Cycle of the Ayrshire Flood Risk Management Strategy and Ayrshire Flood Risk Management Plan.
Recommendation:	It is proposed that Cabinet: i. notes the progress to date in developing the Second Cycle of the Ayrshire Flood Risk Management Strategy and Ayrshire Flood Risk Management Plan; ii. approves the list of 'Prioritised Measures' for North Ayrshire for inclusion in the forthcoming Second Cycle Ayrshire Flood Risk Management Strategy and Ayrshire Flood Risk Management Plan; iii. delegates the Executive Director (Place) to approve the subsequent publication of the Ayrshire Flood Risk Management Plan (Supplementary Part) prior to 31 July 2021.

1. Executive Summary

1.1 The Flood Risk Management (Scotland) Act 2009 set out a framework for a new approach to flood risk management in Scotland. The country was divided into 'Local Plan Districts' (LPDs), with Ayrshire operating as a single LPD. The Act outlines a requirement for regular publication of a Strategy and Plan for each LPD, which can be summarised as follows:

- **Ayrshire Flood Risk Management Strategy**- this is prepared and published by SEPA (Scottish Environment Protection Agency) with support from the Ayrshire local authorities and other stakeholders. The Strategy identifies the flood risk in each LPD and outlines the means for mitigation.
- **Ayrshire Flood Risk Management Plan** - this document clarifies the mitigation actions to reduce flood risk and confirms the resources and timescales required. It also highlights where coordination with other authorities is required. This is a two-part document ('Supplementary Part' and 'Implementation Part').

1.2 An Ayrshire Flood Steering Group was established to act as a partnership working mechanism to support the regular preparation and delivery of both the Strategy and Plan.

1.3 The Strategy and Plan operate in overlapping cycles. Preparation of the Ayrshire Flood Risk Management Strategy is led by SEPA with support from the Ayrshire local authorities and other partners. The preparation and publication of the Ayrshire Flood Risk Management Plan is led by the Ayrshire local authorities. The First Cycle Ayrshire Flood Risk Management Plan was approved at Cabinet in May 2016, for the period 2016-22, and officers have been implementing the flood risk studies and progressing the flood risk schemes outlined in that document.

1.4 During the implementation phase for the First Cycle, the Strategy and Plan for the Second Cycle are developed. As part of this process, in November 2019, Cabinet agreed to submit the three potential flood protection schemes noted in Table 1 below to SEPA for consideration for inclusion in the Ayrshire Flood Risk Management Strategy. The Covid-19 pandemic and a cyber-attack on SEPA's ICT infrastructure has delayed SEPA's publication of the Ayrshire Flood Risk Management Strategy, and it has therefore not yet been determined which flooding proposals will be supported by funding from the Scottish Government.

1.5 To allow local authorities to progress with the development of their Local Flood Risk Management Plans, the Scottish Government confirmed that 'Prioritised Measures' could be listed in Plans. This does not commit a local authority to implementation if finances are not made available by the Scottish Government.

1.6 Due to the national delay, a joint consultation approach has been agreed between local authorities and SEPA. Approval is sought from Cabinet in relation to the proposed Prioritised Measures in Tables 2 and 3 below. Thereafter, SEPA will publish the draft Second Cycle Ayrshire Flood Risk Management Strategy. This will allow the three Ayrshire authorities to prepare and publish the Ayrshire Flood Risk Management Plan (Supplementary Part) and consult on this jointly with SEPA. The two documents contain very similar information.

1.7 The draft Second Cycle Ayrshire Flood Risk Management Strategy was scheduled to be published by SEPA on or prior to 31 March 2021 however the revised publication deadline date is 31 July 2021. The document will therefore be published for consultation on or just prior to 31 July 2021 for a three-month period. Cabinet is requested to delegate the Executive Director (Place) to approve the parallel publication of the Ayrshire Flood Risk Management Plan (Supplementary Part) for consultation on the same date.

2. Background

2.1 The Flood Risk Management (Scotland) Act 2009 sets out a national approach to flood risk management. The country was also divided into 'Local Plan Districts' (LPDs), with Ayrshire operating as a single LPD. The approach to flood risk management follows a cycle of strategy then a cycle of planning for each LPD. The timing of the cycles is shown in Figure 1 below.
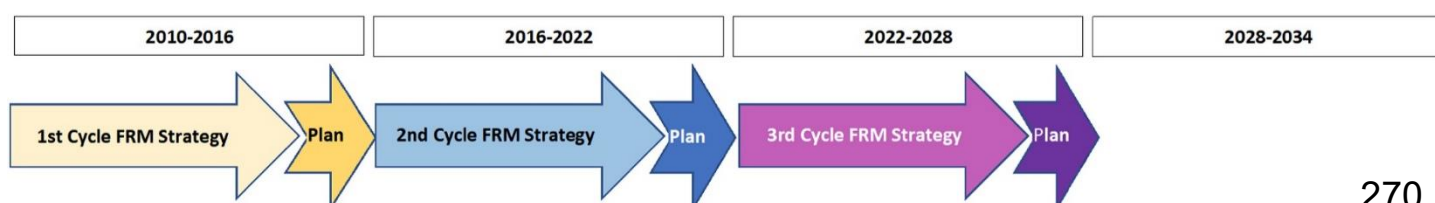

| 2010-2016 | 2016-2022 | 2022-2028 | 2028-2034 |

1st Cycle FRM Strategy → Plan → 2nd Cycle FRM Strategy → Plan → 3rd Cycle FRM Strategy → Plan

2.2   The **Ayrshire Flood Risk Management Strategy** is led by SEPA and assesses the flood risk for each catchment area and considers the mitigation actions or required further studies.

The **Ayrshire Flood Risk Management Plan** has two parts:

- The **Supplementary Part** of the Ayrshire Flood Risk Management Plan effectively contains the same information as the Ayrshire Flood Risk Management Strategy. While the ownership of actions is with the relevant local authorities, it confirms the agreement and intention to proceed with the contents of the Strategy.

- The **Implementation Part** of the Local Flood Risk Management Plan seeks to deliver studies, projects and other measures identified through the Strategy cycle which are confirmed in the Supplementary Plan. These two processes are designed to overlap to deliver an ongoing programme of flood risk activities.

2.2   **First Cycle of the Ayrshire Flood Risk Management Strategy and Plan**

2.2.1 The First Cycle Ayrshire Flood Risk Management Strategy was developed between 2010 and 2015 and then published in 2015, and the First Cycle Ayrshire Flood Risk Management Plan was subsequently published on 22 June 2016. The Plan included three Flood Protection Schemes (Upper Garnock, Millport Coastal and Millport Millburn), and proposed completion of a number of flood studies to determine potential future projects which could then be considered for inclusion in a future Strategy and Plan cycle.

2.2.2 An 'Interim Report' on the progress of the first cycle of the plan was submitted to the Scottish Government in March 2019 and the report showed good progress on all deliverables.

2.3   **Second Cycle of Ayrshire Flood Risk Management Strategy and Plan**

2.3.1 The Second Cycle of the Ayrshire Flood Risk Management Strategy is due to be published by SEPA in December 2021. In advance of this, SEPA were due to publish a draft version of the document. This would normally include the information required for the 'Supplementary Part' of the Second Cycle Ayrshire Flood Risk Management Plan including proposed actions, schemes and studies to be reflected in a draft Ayrshire Flood Risk Management Plan for publication and consultation by the local authority.

2.3.2 Due to the Covid-19 pandemic and cyber attack on SEPA, the work has been delayed and SEPA has not been able to share the final draft of the Second Cycle Strategy documents with local authorities to inform their Local Flood Risk Management Plan Supplementary Part documents.

2.3.3 In December 2020, the Scottish Government issued a letter stating that in the Ayrshire Flood Risk Management Plan consultation documents, local authorities should refer to 'potential actions' in the Plan. This is to clarify that publication of intent to consider a scheme does not commit a local authority to implementation if a scheme proves not to be feasible.

2.3.4 On the 26 November 2019, Cabinet approved the submission of three potential flood protection schemes for submission to SEPA for consideration for inclusion in the Second Cycle Ayrshire Flood Risk Management Strategy as part of the regular 'National Prioritisation' exercise. These potential schemes were developed following flood risk studies identified and implemented as part of the First Cycle and are proposed to form part of the Second Cycle Strategy document.

2.3.5 In addition, a number of further studies have been identified for completion as part of the Second Cycle Ayrshire Local Flood Risk Management Plan, following investigation and feasibility work undertaken during Cycle 1.

2.3.6 The schemes and studies proposed for the draft Second Cycle Ayrshire Local Flood Risk Management Plan are shown in Tables 1, 2 and 3:

Table 1: Proposed NAC Schemes submitted to second Cycle National Prioritisation

Delivery Lead	Proposed Schemes	Estimated Cost (£)	Benefit Cost Ratio	Current Stage of the scheme
NAC	Lower Irvine Valley Flood Scheme	14.85m	1.41	Feasibility study/ Outline option appraisal
NAC	Brodick and Lamlash	1.2m	Brodick (part 1-3) 0.95/2.35/2.75 Lamlash 0.93	Feasibility Study/ Outline option appraisal
NAC/ Transport Scotland/ Network Rail	Keppenburn, Fairlie Culvert Upgrade	2.32m	1.05	Detailed design

Table 2 - Proposed NAC Schemes for the second Cycle Ayrshire Flood Risk Management Strategy & Plan *Subject to availability of Scottish Government and local authority funding

No	Scheme Location	Proposed Action	Cycle	Coordination
1	Kilbirnie and Glengarnock& Dalry	Construction of River Garnock Valley Flood Protection Scheme (FPS) (Ongoing and progressing - Funding package already agreed and in place)	1	NAC/SG
2	Millport	Millport Coastal FPS detail design & Implementation (Ongoing and progressing - Funding package already agreed and in place)	1&2	NAC/SEPA/SG
3	Millport	Mill Burn FPS detail design & Implementation (Ongoing and progressing - Funding package already agreed and in place)	1&2	NAC/SEPA
4	Irvine	Lower Irvine Valley FPS design	2*	NAC/SG/SEPA
5	Brodick	Flood Protection scheme detail design	2*	NAC/SG/SEPA
6	Lamlash	Flood Protection scheme detail design	2*	NAC/SG/SEPA

No	Study Location	Flood Studies	Cycle	[NAC/SG/SEPA]
7	Fairlie	Flood Protection scheme detail design	2*	NAC/SG/SEPA

Table 3 - Proposed NAC Studies for the second Cycle Ayrshire Flood Risk Management Strategy & Plan

No	Study Location	Flood Studies	Cycle	Estimated Cost (£)
1	Irvine	Surface Water Management Plan (options appraisal)	1&2	£30-40k
2	Kilbirnie and Glengarnock	Natural Flood Management Options Development	1&2	£35-45k
3	Largs north	Largs Wave Overtopping Study & options appraisal	1&2	£50-70k
4	Brodick	Flood Study - Natural Flood Management	2	£35-40k
5	Brodick	Coastal erosion adaptation plan	2	£35-45k
6	Lamlash	Flood Study - Natural Flood Management	2	£35-40k
7	Whiting Bay	Flood Study	2	£25-30k
8	Kilwinning and Dalgarven	Flood Study	2	£35-45k
9	Kilbirnie and Glengarnock	Flood Study	2	£25-35k
10	Saltcoats and Stevenston	Surface Water Management Plan (Phase 1 complete development)	1&2	£20-25k
11	Irvine Coastal	Surface Water Management Plan (Phase 2 options appraisal)	2	£30-40k
12	Saltcoats and Stevenston	Surface Water Management Plan (Phase 2 options appraisal)	2	70-85k

2.3.7 The above schemes and studies are known as the 'Prioritised Measures' and are proposed for inclusion in the Second Cycle Ayrshire Flood Risk Management Strategy document (the publication of which has been delayed to on or before 31 July 2021 by SEPA due the ongoing pandemic and a cyber-attack). There is a statutory obligation to publish a draft of the Supplementary Part of the Ayrshire Local Flood Risk Management Plan by the 31 July 2021, which requires Cabinet to consider the proposed Prioritised Measures now which will then enable officers to prepare and publish the Supplementary Part in time for the July deadline.

2.3.8 Approval is sought for the Prioritised Measures within Tables 2 and 3, which would then be included in the Second Cycle Ayrshire Flood Risk Management Strategy and Second Cycle Ayrshire Flood Risk Management Plan (Supplementary Plan). The latter document will be published jointly by the three Ayrshire authorities prior to 31 July 2021 for consultation for a three-month period.

2.3.9 Following the consultation period, both the Strategy and Plan (Supplementary Part) will be finalised, and work will commence on the Implementation Part which will be considered by Cabinet at a future meeting.

3. Proposals

3.1 That Cabinet note the progress to date in developing the Second Cycle of Ayrshire Flood Risk Management Strategy and Supplementary Plan for key areas within North Ayrshire with reference to the procedural challenges presented by the ongoing pandemic and cyber-attach on SEPA's ICT infrastructure.

3.2 That Cabinet approves the list of Prioritised Measures for North Ayrshire for inclusion in the forthcoming Second Cycle Ayrshire Flood Risk Management Strategy and Ayrshire Flood Risk Management Plan.

3.3 That Cabinet delegates the Executive Director (Place) to approve the subsequent publication of the Ayrshire Flood Risk Management Plan (Supplementary Part) prior to 31 July 2021 for public consultation for a three-month period.

4. Implications/Socio-economic Duty

Financial

4.1 The budget for the Second Cycle of the Flood Risk Management Planning Cycle has not been confirmed by Scottish Government and will not be known until at least mid-2021. Funding burdens for schemes and works is likely to remain at the current 80%/20% Scottish Government/local authority split.

4.1.2 Currently there is no funding allocation for the proposed Second Cycle schemes in the Council's capital programme because the Scottish Government have not yet identified any of the potential schemes as committed priorities. Should the proposed schemes become committed priorities, a review of the Council's agreed capital investment programme will require to take place at the appropriate time.

4.1.3 Funding for the proposed flood studies (Table 3) will be met from the revenue budget the Council annually receives from Scottish Government to deliver its obligations from the Flood Risk Management (Scotland) Act 2009.

Human Resources

4.2 Any additional human resource implications will be identified if or when commitment is made to take schemes forward.

Legal

4.3 The approval of the strategy will enable the Council to undertake its statutory obligations as identified in the 2009 Flood Risk Management (Scotland) Act.

Equality/Socio-economic

4.4 National studies have identified that the impact of flooding is greater within areas of deprivation. Implementation of studies and schemes therefore indirectly supports the

Council's socio-economic duty. Equality Rights Impact Assessment will be carried out during the implementation stage of the Local Flood Risk Management Plan.

Environmental and Sustainability

4.5 Flood risk management forms part of the Council's Environmental Sustainability and Climate Change Strategy by supporting communities to adapt to the impacts of climate change.

Key Priorities

4.6 Flood mitigation and protection of our communities addresses the Council Plan key priorities of 'protecting and enhancing the environment for future generations' and providing 'sustainable and effective infrastructure' by adapting our built environment to withstand the impacts of climate change.

Community Wealth Building

4.7 A package of community wealth building measures will be incorporated into the construction projects if and when they are progressed, and this will be considered further at the tender preparation stage.

5. Consultation

5.1 A Ministerial Direction received at the end of 2020 confirmed that the Lead Authority must publish a draft of the Supplementary Part of the Local Flood Risk Management Plan by the 31 March 2021. However, due to a cyber-attack on SEPA, this publication date is has been relaxed by a further Ministerial Direction until 31 July 2021.

5.2 The Strategy and Supplementary Part consultation will be a joint consultation to reduce resource requirements and duplication of work for SEPA and local authorities.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact **David Hammond , Head of Commercial Services,** on **4570**.

Background Papers
None

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**Environmental Sustainability & Climate Change Strategy (ESCCS) 2021-23**
Purpose:	To seek Cabinet approval of the proposed Environmental Sustainability & Climate Change Strategy 2021-23.
Recommendation:	That Cabinet: a) notes the positive climate impacts of the previous 2006 Carbon Management Plan and two previous Environmental Sustainability & Climate Change Strategies which have been in place since 2014 and 2017, and; b) approves the proposed third Environmental Sustainability & Climate Change Strategy 2021-23 attached at Appendix A.

1. Executive Summary

1.1 Following a report from the United Nations Intergovernmental Panel on Climate Change (IPCC) published in October 2018 which recommended immediate action be taken to reduce global warming, a number of governments and local authorities around the world (including North Ayrshire Council) have declared a 'Climate Emergency'.

1.2 North Ayrshire Council has been proactive in tackling climate change for some time, achieving a 45% emission reduction since the 2005 baseline year. This was achieved through actions aimed at reducing energy consumption from fossil fuels and producing less waste through a number of initiatives including energy conservation and increased use of renewable energy sources. A coordinated approach across all services has been key to the successful implementation of emission reduction projects.

1.3 In 2014 the Council published the first North Ayrshire Environmental Sustainability & Climate Change Strategy (2014-17), setting a vision for sustainability within the authority. The second Environmental Sustainability & Climate Change Strategy (2017-2020) continued to build on this work and set an ambitious target to reduce carbon emissions. A climate emergency declaration was made in June 2019 and consequently North Ayrshire Council has committed to achieve net-zero carbon emissions by 2030.

1.4 In developing the third iteration of the Council's Environmental Sustainability & Climate Change strategy, a series of consultation events have been held which

provided feedback and requests from stakeholders. Feedback received has confirmed the rising awareness of the need for positive action on climate change and has helped shape the vision of a sustainable, climate ready North Ayrshire - where we all play our part in tackling climate change.

1.5 The third Environmental Sustainability & Climate Change Strategy (ESCCS 3) (2021-2023) has been developed in line with the feedback received and also takes account of emerging intelligence and new technology opportunities. The draft Strategy provides a roadmap of actions to achieve net-zero carbon status across North Ayrshire by 2030 and is attached as Appendix A for consideration.

2.   Background

2.1 In 2018 the Intergovernmental Panel on Climate Change (IPCC) published a report warning that we have until 2030 to prevent global temperatures from rising more than 1.5°C. In response, governments and local authorities around the world, including North Ayrshire Council, declared a 'Climate Emergency'.

2.2 North Ayrshire Council have been active in reducing carbon emissions since our first Carbon Management Plan in 2006. Through work to reduce fossil fuel usage, carbon emissions across the Council's estate have reduced by 45%. In 2014 the Council published the first North Ayrshire Environmental Sustainability & Climate Change Strategy (2014-17), setting a vision for sustainability within the authority. The second Environmental Sustainability & Climate Change Strategy (2017-2020) continued to build on this work and set an ambitious target to reduce carbon emissions. On 11th June 2019 North Ayrshire Council declared a Climate Emergency, committing to further act on Climate Change and aspire to achieve net-zero carbon emissions by 2030.

2.3 Some examples of achievements and successes delivered through the previous ESCCS and other strategies which have had a positive impact on climate change are given below:

- Significant carbon emission reductions equating to 45% reduction since 2005.
- Successfully securing approximately £10.5million of funding to provide external wall insulation to 2,231 homes through the Home Energy Efficiency Programme: Area Based Scheme to reduce heat loss and subsequent heating requirements.
- Installing our first low carbon heat networks fuelled by biomass boilers during the redevelopment of two sheltered housing units in Dalry and Stevenston.
- Installing solar PV panels on roofs of 290 Council houses, saving tenants on average £188 per year.
- Investing nearly £1m in energy efficiency measures such as boiler replacement, LED lighting and enhanced controls to 14 non-domestic properties through the Non-Domestic Energy Efficiency framework.
- The Council's operational vehicle fleet now incorporates a number of electric vehicles and a number of low emission vehicles
- Our sustainable business travel arrangements and employee car-pool scheme have contributed to a reduction of 1,000,107 miles driven since the pilot began in October 2015. An increasing number of miles actually driven are now being facilitated by the pool of low emission and electric vehicles. This has contributed to a significant carbon emissions reduction.

- Installing a number of publicly accessible electric vehicle charge points to support and encourage the uptake of electric vehicles across North Ayrshire.
- The Council continues to be one of the highest performing for household waste recycling in Scotland with 56.3% achieved for 2019 (greater than the national rate of 44.9%) and have developed a Plastic Waste Prevention Plan to support North Ayrshire Council's ambition to become a 'Plastic Free Council' by 2022.
- Working as part of the Clyde Valley Residual Waste Partnership to establish a 25-year project, delivering a solution to divert waste from landfill following the closure of Shewalton landfill site in March 2018. The solution recovers additional recyclates with the remaining non-recyclable waste delivered to a new Energy Recovery Facility to recover heat and produce electricity from the waste.
- Working in partnership with third sector organisations on Arran and the mainland to progress Circular Economy opportunities on the island.

2.4 In recognising the need to continually tackle climate change, and to achieve the ambitious target of becoming net-zero carbon emissions by 2030, North Ayrshire Council dedicated an £8.8m Investment Fund at its budget setting meeting in 2020 to support climate change, sustainable infrastructure investment and Community Wealth Building. Part of this investment (£500,000) was specifically allocated to tree planting in order to remove carbon emissions from the atmosphere. The investment Fund was recently increased to £10.2m in total at the Council's budget setting meeting held in March 2021.

2.5 On 16th December 2020 the Council approved the HRA Capital Investment Programme of £109.756m for 2021/22, which includes £5m investment in regeneration projects and sustainability measures, to reduce fuel poverty.

2.6 Most recently, in January 2020, Cabinet approved the development of a solar PV farm on Nethermains former landfill site which will require an estimated total investment of £6.768m, with the anticipated annual reduction in CO2 emissions resulting from the solar PV farm being 501 tonnes per year. This project will be part funded utilising £4.5m of capital funding from the Council's Investment Fund, with additional borrowing of £2.268m required.

2.7 Our vision of a sustainable, climate ready North Ayrshire is one where we all play our part, as a local authority, business, school, community group or individual. As a local authority we seek to make effective use of our powers in areas such as procurement, planning, housing, education and transport to help drive reductions elsewhere in society in a way which tackles inequality and promotes fair work and makes a positive impact on climate change.

2.8 This strategy also recognises that to achieve this sustainability vision, North Ayrshire requires the Scottish Government to be a key enabler, empowering the Council to advance actions in tackling climate change such as reducing area wide carbon emissions; developing and retrofitting both domestic and non-domestic properties; eradicating fuel poverty; strengthening the green economy; and improving climate resilience of local communities and enhancing biodiversity.

2.9 There are a number of key international, national and local drivers that are relevant to the delivery of an effective strategy. These include the United Nations Climate Change Paris Agreement (COP21), the IPCC's Global Warming of 1.5ºC Report 2018, the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, and

the North Ayrshire Council Plan 2019-24. This ESCCS 3 (2021-2023) has been developed to comply with this wide range of sustainable and climate change policies, ensuring emission reduction maximises economic and social opportunities, whilst enhancing biodiversity and building resilience to climate change. The ESCCS 3 (2021-2023) has also been created to help realise the Council's leading ambition of becoming net-zero carbon by 2030 and also deliver the Council's 'Aspiring Communities', 'Inspiring Place' and 'A Council for the Future' priorities.

2.10 Following a series of consultation, exercises and events held from August 2019 to March 2020, this third strategy details the vision and actions derived from stakeholder engagement. The ESCCS 3 (2021-2023) aims to:

- Inspire positive low carbon behaviour, raising awareness of the sustainability and climate change agenda
- Maximise access to affordable renewable energy technology
- Support sustainable transport
- Design and utilise our natural and built assets sustainably
- Support local businesses to deliver services sustainably through our Community Wealth Building Strategy

2.11 The coronavirus (COVID-19) pandemic has altered patterns of energy use across the globe, with records indicating a 7% temporary reduction in global emissions. It is likely that these emissions will rebound as economic stimulus is provided. Our Green Recovery from this crisis allows us to make changes now that once seemed onerous, to seek effective and long-term climate action, all the while bolstering resilient communities and services.

2.12 In December 2020, Scottish Government published its draft public engagement strategy for Climate Change, Net Zero Nation, which builds on the works already undertaken with Climate Week and the Big Climate Conversation. COP26 is a further opportunity to frame local action during the focus of a global summit. The Council will lead work with Community Planning Partners, the Locality Planning Partnerships, schools, young people and communities to raise public awareness of their role in meeting Scotland's climate targets and embracing zero-carbon living. Each North Ayrshire school is further developing its approach to Learning for Sustainability, 'ensuring children and young people have the knowledge, skills, values and world-views necessary for people to act in ways that contribute to more sustainable patterns of living.' This includes the improvement of school buildings and grounds and the development of the curriculum.

2.13 Net-zero emissions require a balance between emissions released and emissions absorbed from the atmosphere. Therefore, the Council must lead the way in reducing emissions from domestic, non-domestic, transport and waste sectors, and implement methods to remove carbon dioxide (CO_2) from the atmosphere. The strategy considers both the Council's property estate emissions and area wide emissions, reflecting the net-zero target relating to both areas. The ESCCS 3 (2021-2023) contains seven workstreams, each with actions which have been developed into a roadmap illustrating how net-zero carbon status will be achieved by 2030.

The workstreams are:

1. Affordable Warmth

2. A Green Economy

3. Transport & Travel

4. Natural Environment

5. Sustainable Operations

6. Emissions Absorption

7. Climate Change Adaptation

2.14 Key actions under each Workstream are detailed within the Strategy. In addition, a comprehensive implementation plan has been developed detailing key actions, services responsible for implementation and target delivery dates. However, given the pace of technological advances available it is proposed that the Council's approach be kept under constant review. The Environmental Sustainability & Climate Change Strategy will continue to evolve and will again be refreshed with a fourth Environmental Sustainability & Climate Change Strategy (ESCCS 4) being developed which will then cover the years 2024-2026 to build upon the successes of previous iterations as we continue our journey towards net-zero carbon emission by 2030.

2.15 To enhance governance and drive forward the climate change agenda across North Ayrshire a Climate Change Steering Group will be established. We acknowledge that achieving the ambitious net-zero carbon target will require working in partnership with our local businesses, organisations and communities and therefore key stakeholders will be invited to participate in the North Ayrshire Climate Change Steering Group.

3.   Proposals

3.1 It is proposed that Cabinet:

a)   notes the positive climate impacts of the previous 2006 Carbon Management Plan and two previous Environmental Sustainability & Climate Change Strategies which have been in place since 2014 and 2017, and;

b)   approves the proposed third Environmental Sustainability & Climate Change Strategy 2021-23 attached at Appendix A.

4.   Implications/Socio-economic Duty

Financial

4.1   Individual projects identified through the Net Zero Carbon Roadmap and Implementation Plan will be assessed individually, utilising existing capital and revenue budgets or external funding wherever possible. The Council recently approved the HRA Capital Investment Programme for 2021/22, with £5m investment dedicated to regeneration projects and sustainability measures, aiming to reduce fuel poverty. Most recently Council approved the development of a solar

PV farm installation at Nethermains former landfill site which will require an estimated total initial investment of £6.768m. This project will be part funded utilising £4.5m of capital funding from the Council's approved £8.8m Investment Fund with additional borrowing of £2.268m required. The financial implications of any new projects will be established through business cases as required.

Human Resources

4.2 The Environmental Sustainability & Climate Change (ESCCS 3) 2021-2023 may have resource implications. Some of the actions outlined in the strategy will be met from within existing resources from a wide range of different teams within the Council, however a number of new initiatives emerging from the strategy will require significant step change. In order to deliver the climate change agenda effectively an increase in officer resource may be required and new roles may emerge to ensure there is capacity to drive forward the issue. These will be progressed in accordance with Council policy and process.

Legal

4.3 Under the Climate Change (Scotland) Act 2009, as a public body, North Ayrshire Council is required to lead by example in reducing carbon emissions, contributing to climate change adaptation and acting sustainably.

Equality/Socio-economic

4.4 The strategy supports the eradication of fuel poverty across North Ayrshire through actions in Workstream 1 – Affordable Warmth.

Environmental and Sustainability

4.5 The strategy wholly supports the Council's sustainability aspirations to become net-zero carbon by 2030, become a climate resilient local authority and support enhanced biodiversity across North Ayrshire.

Key Priorities

4.6 This ESCCS 3 (2021-2023) will support the Council's 'Aspiring Communities' and 'Inspiring Place' priorities and continue to work towards a sustainable environment.

Community Wealth Building

4.7 There is a particular focus on the five pillars of Community Wealth Building within the ESCCS 3 (2021-2023), in Workstream 2 – A Green Economy, to pursue opportunities to support sustainable and renewable technologies and the national move to low carbon energy provision through the decarbonisation of electricity, heat and transport.

5.   Consultation

5.1   A series of public consultation events took place in 2019/20, with results showing that 93% of consultees believe that Climate Change is a serious issue. Many Stakeholders have also been consulted using the online platform CONSUL, and views sought from North Ayrshire schools and participants in the Annual Youth Conference. A range of stakeholders engaged in the Council's first Climate Change Convention in March 2020, including community groups, local businesses, Council Members, schools and the NHS. The proposed strategy was also considered by the Policy Advisory Panel on 1 April 2021.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact **Agnes Piatek-Bednarek, Senior Manager, Energy and Sustainability,** on **07391 394949** .
Background Papers
0

Environmental Sustainability

&

Climate Change Strategy

2021-2023

North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Table of Contents

Environmental Sustainability & Climate Change Strategy 2021-23

INTRODUCTION

The Council Plan 2019-2024 sets out North Ayrshire Council's mission to work together to improve well-being, prosperity and equity in North Ayrshire and aims to achieve this through three strategic priorities: 'Aspiring Communities'; 'Inspiring Place' and 'A Council for the Future'. This Environmental Sustainability & Climate Change Strategy (ESCCS) has been developed to support the delivery of the Council's priorities and continue to work towards a sustainable environment.

A CLIMATE EMERGENCY

In 2018 the Intergovernmental Panel on Climate Change (IPCC) report warned that we have just 12 years to keep global temperatures from rising more than 1.5°C.

In response to this, governments and local authorities around the world have declared a 'Climate Emergency' and on 11th June 2019 North Ayrshire Council declared its own Climate Emergency, committing to act on climate change.

CORONAVIRUS (COVID-19)

The coronavirus (COVID-19) pandemic has altered patterns of energy use across the globe, with records indicating a 7% temporary reduction in global emissions[1]. It is likely that these emissions will rebound as economic stimulus is provided. Our Green Recovery from this crisis allows us to make changes now that once seemed onerous, to seek effective and long-term climate action, all the while bolstering resilient communities and services.

BACKGROUND

SUSTAINABILITY

The Brundtland Report definition of sustainability was published in 1987, and yet remains relevant today:

 "Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs."

North Ayrshire aims to be a council that is 'Fair for All', now and for generations to come. This vision extends to the environmental, economic and social pillars of sustainability and is considered in every decision taken relating to our actions.

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[1] https://www.carbonbrief.org

Figure 1. Sustainability Venn Diagram
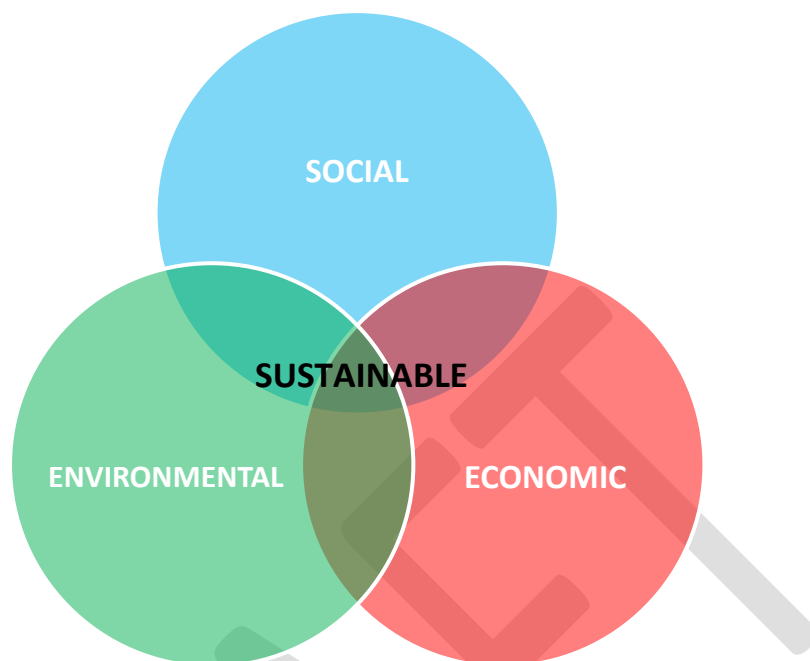
GLOBAL WARMING

Naturally occurring gases in the Earth's atmosphere allow some of the sun's radiation to be trapped, warming the Earth's surface and maintaining a stable environment. This is the Greenhouse Effect and is depicted in Figure 2 below. However, as more greenhouse gases (GHG's) are emitted into the atmosphere, the more heat becomes trapped, increasing the Earth's temperature. There is a strong scientific consensus that the GHGs emissions from human activities, especially burning fossil fuels, are the key cause of this global warming.

There are five groups of greenhouse gases (GHG's), each with varying degrees of global warming potential:

- Water vapour (H_2O)
- Carbon dioxide (CO_2)
- Methane (CH_4)
- Nitrous oxide (N_2O)
- Fluorinated gases (F-gases)

UK's biggest GHG emission sectors are transport (28%), energy supply (23%), business (18%) and residential (15%) (2018 UK greenhouse gas emissions: final figures; July 2020, BEIS).

The latest report from Scottish Government indicates 73% of Scotland's net greenhouse gas emissions in 2017 (in $MtCO_2e$) are attributed to carbon dioxide (CO_2).

Figure 2. The Greenhouse Effect
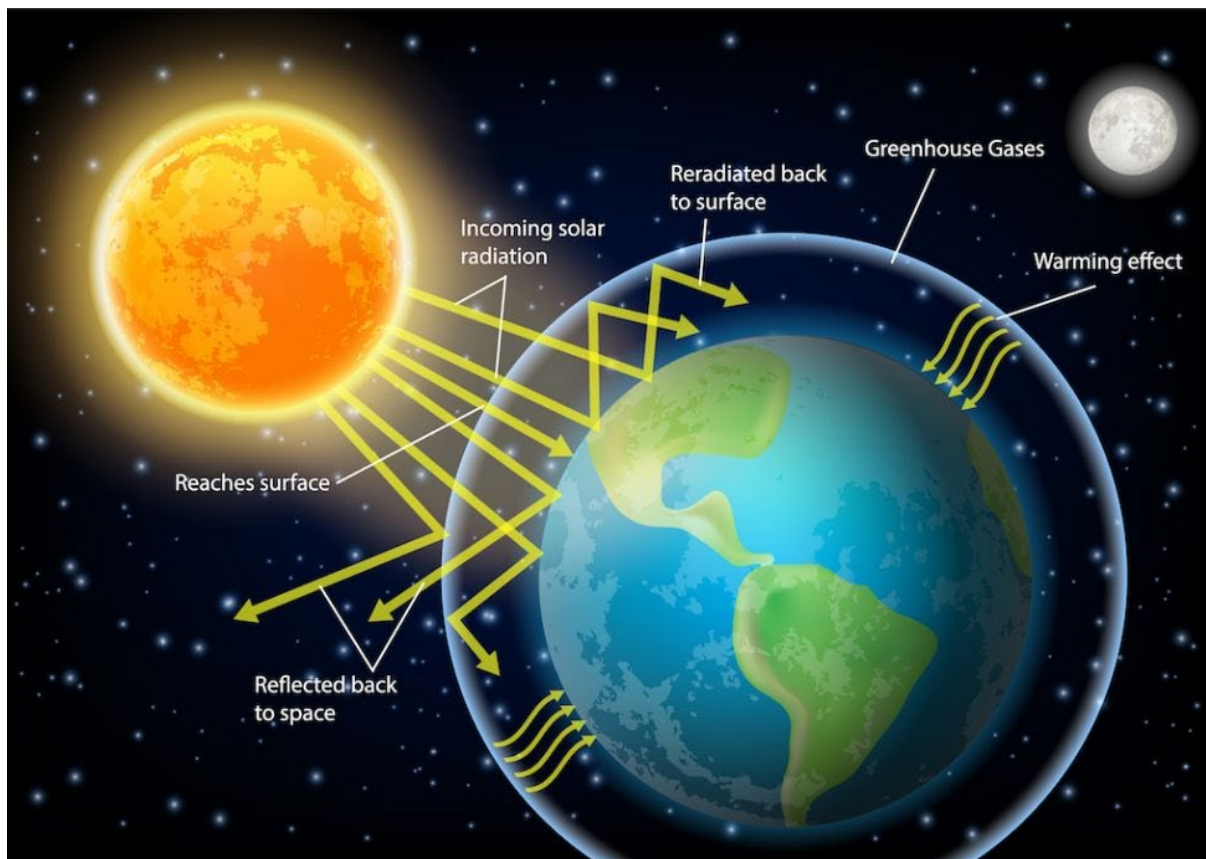
(Image: Shutterstock)

CLIMATE CHANGE

Whilst **weather** is viewed as the short-term changes in the atmosphere in the here and now, **climate** describes the trends in weather patterns over a long period of time, normally over 30 years.

Scientists have recorded that global temperatures are increasing, with the last four out five years being the warmest ever recorded (as seen in Figure 3). Global increase in temperature is changing our climate, bringing about instances of more frequent and extreme weather events, such as increased rainfall, flooding, droughts, heat waves, wildfires and intense hurricanes.

There is also a clear link between global warming and sea level rise as the rising temperatures cause expansion of seawater and melting of mountain glaciers.

THE CLIMATE EMERGENCY

Following a report stating the average global temperature increase for 2018 was approximately 1.1°C, the Intergovernmental Panel for Climate Change (IPCC) has advised that the world has until 2030 to reduce emissions before climate change impacts become irreversible.

North Ayrshire Council acknowledges that rapid and far-reaching actions are required at the international, national, regional and local levels to limit global warming to 1.5°C. The Council declared a Climate Emergency on 11th June 2019 and consequently committed to achieving net-zero carbon emissions by 2030.

In order to accomplish this, we must make a real shift in operational culture and social behaviours, lead the way in reducing emissions from buildings, transport and waste, whilst increasing the use of renewable technology and implementing methods to remove carbon dioxide from the atmosphere. The need for the development of new sustainable buildings should be informed by the Scottish Government's Investment Hierarchy. This is focused in order of: determine future need; maximise the useful life of existing assets; repurpose and co-locate; replace, create or build new assets.

Figure 3. The graph shows yearly temperature anomalies from 1880 to 2019 recorded by NASA, NOAA, Berkeley Earth, and the Met Office Hadley Centre (UK).
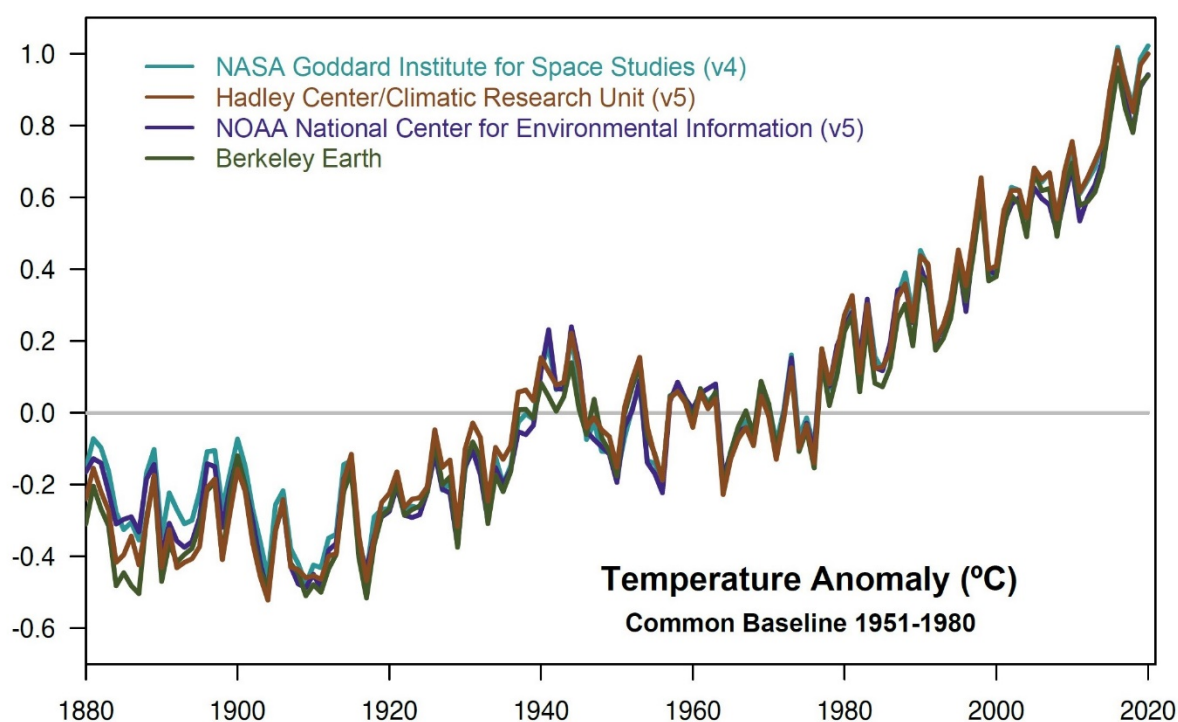
(Source: NASA: Climate Change and Global Warming, climate.nasa.gov)

OUR VISION

This document is the third Environmental Sustainability & Climate Change Strategy, building on the carbon reduction success of its predecessors. It establishes a new target: to reduce and remove emissions for North Ayrshire to achieve net-zero carbon status by 2030.

This target applies to both the Council's own estate, and North Ayrshire as a whole.

Whilst this Strategy covers a three-year period, actions identified here will play their part towards the 2030 target in the medium to long term.

Our vision of a sustainable, climate ready North Ayrshire is one where we all play our part, as a local authority, business, school, community group or individual.

This strategy also recognises that to achieve this sustainability vision, North Ayrshire requires the Scottish Government to be a key enabler, empowering the Council to advance actions in tackling climate change such as reducing area wide carbon emissions; developing and retrofitting both domestic and non-domestic properties; eradicating fuel poverty; strengthening the green economy; and improving climate resilience of local communities and enhancing biodiversity.

As a local authority we seek to make effective use of our powers in areas such as procurement, planning, housing, education and transport to help drive reductions elsewhere in society in a way which tackles inequality and promotes fair work.

We aim to:

- Inspire positive low carbon behaviour, raising awareness of the sustainability and climate change agenda

- Maximise access to affordable renewable energy technology

- Support sustainable transport

- Utilise our natural and built assets sustainably

- Build new assets sustainably in accordance with the Scottish Government's investment hierarchy
- Deliver an inclusive and green economy based on the principles of Community Wealth Building and our local Green New Deal

A series of public consultation events took place in 2019/20 (held from August 2019 – March 2020), with results showing that 93% of consultees believe that Climate Change is a serious issue. Many views and opinions were gathered from stakeholders online, from school and Youth Conference representatives, and during North Ayrshire Council's first Climate Change Convention. These have been used to develop this strategy and will feature in the Net Zero Carbon Roadmap and forthcoming Implementation Plan. A drive to increase tree planting and create a Climate Change Steering Group to provide representation on decision making platforms across the Council, are just two examples of public requests which feature in the Net Zero Carbon Roadmap on Appendix 1.

Some other responses from North Ayrshire's first Climate Change Convention are as follows:

'Plant trees within social housing developments'	'Healthy, greener homes for everyone, well built'	'Affordable electric cars'	'Young people engaging in Sustainability'
'District Heating Schemes'	'Less poverty'	'Reduction of meat in people's diets'	'Litter free'
	'School grounds have renewable energy'	'Culture change'	
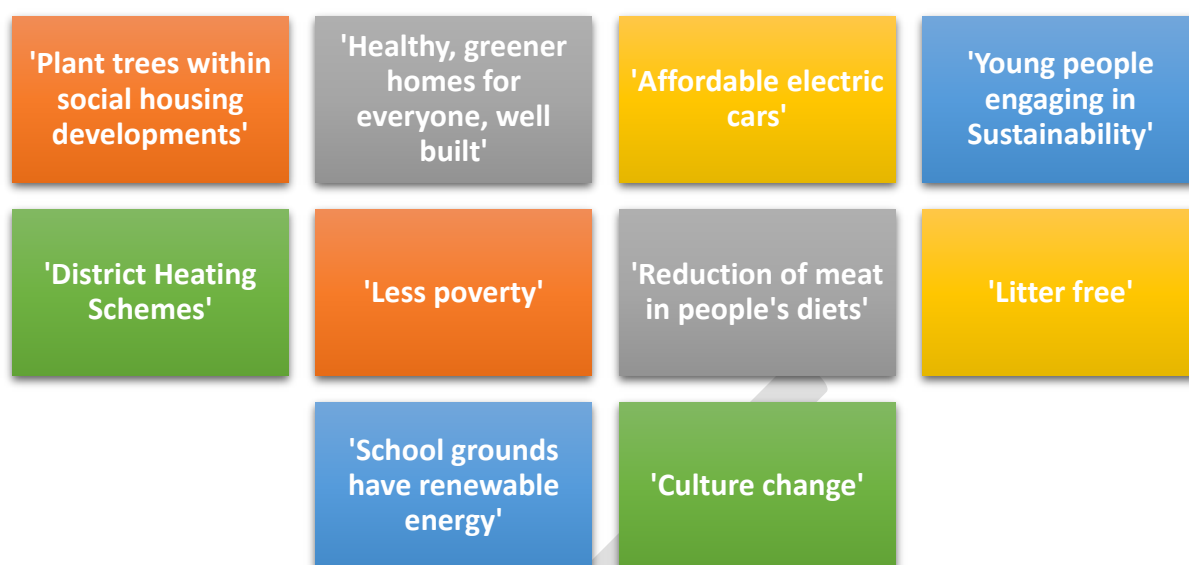
North Ayrshire Council has developed this Strategy to act on the public's vision of a sustainable North Ayrshire.

WHAT HAVE WE ACHIEVED SO FAR?

Since our first Carbon Management Plan in 2005, North Ayrshire Council has been proactive in reducing carbon emissions. Our first Environmental Sustainability & Climate Change Strategy (ESCCS) was published in 2014 and updated in 2017, setting an area wide target to reduce carbon emissions by 40% by 2030 (based on a 2005 baseline year). We have already achieved a 45% reduction in emissions since 2005 across the Council's estate, and a 41% reduction area wide.

In order to accomplish this, a series of priorities were identified within five workstreams: Affordable Warmth; A Green Economy; Transport & Travel; Natural & Built Environment; and Sustainable Operations.

Some examples of achievements and successes delivered are:

- Installing our first low carbon heat networks fuelled by biomass boilers during the redevelopment of two sheltered housing units in Dalry and Stevenston

- Installing solar PV panels on roofs of 290 Council houses, saving tenants on average £188 per year

- The incorporation of 10 electric vehicles and a number of low emission vehicles within the Council's operational vehicle fleet

- Our sustainable business travel arrangements and employee carpool scheme's contribution to a reduction of 1,000,107 miles driven on CarClub since the pilot began in October 2015

- The Council continuing to be one of the highest performing for household waste recycling in Scotland, with 56.3% achieved for 2019 (greater than the national rate of 44.9%) and the development of a Plastic Waste Prevention Plan to support North Ayrshire Council's ambition to become a 'Plastic Free Council' by 2022

- Investing nearly £1m in energy efficiency measures such as boiler replacement, LED lighting and enhanced controls to 14 non-domestic properties through the Non-Domestic Energy Efficiency framework

- Working in partnership with the University of Glasgow, for 4th year engineering students to base their final year project on identifying sustainable solutions for local businesses in North Ayrshire

- Installing 24 publicly accessible electric vehicle charge points (8 Rapid and 16 Fast chargers) to support and encourage the uptake of electric vehicles across North Ayrshire

CONTEXT

We aim to reduce emissions whilst maximising economic and social opportunities and considering a wide range of sustainable and climate change policies.

There are a number of key international and national drivers that are relevant to our Environmental Sustainability & Climate Change Strategy.

These drivers for change can be grouped into three key categories as outlined below:

POLICY CONTEXT: DRIVERS FOR CHANGE

INTERNATIONAL	**Paris Agreement 2015** The United Nations Climate Change (UNCC) Paris Agreement's goal is to keep the increase in global average temperature to well below 2°C above pre-industrial levels, and to limit the increase to 1.5 °C. The UK has ratified the Paris Agreement and has committed to reducing its Greenhouse Gas Emissions (GHGs).	**United Nations Sustainable Development Goals Agenda 2030** The United Nations (UN) 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs). SDGs are a set of 17 ambitious global goals aiming to eradicate poverty, fight inequalities and tackle climate change (United Nations, 2016). The goals are closely interconnected and have a direct link to climate change.	**Intergovernmental Panel on Climate Change (IPCC) Global Warming of 1.5ºC Report 2018** Intergovernmental Panel on Climate Change (IPCC) Global Warming of 1.5ºC Report 2018- emphasized the importance of limiting global warming to 1.5°C to avoid a climate crisis.

NATIONAL	**Climate Change (Emissions Reduction Targets) (Scotland) Act 2019** September 2019: the Scottish Government has set itself a legally binding target to cut greenhouse gas	**Public Bodies' Climate Change Duties:** The 2009 Climate Change Act set out the Duties of Public Bodies in relation to climate change: - to contribute to the delivery of the carbon emission reduction	**Building Regulations/** **Building Standards** Building regulations contain the technical requirements to protect the public interest. A review of energy standards is underway.	**National Outcomes & National Performance Framework** 'Greener' Strategic Objective under Scotland's National Performance Framework: "To improve Scotland's natural and built	**Heat Networks (Scotland) Bill** makes provision for regulating the supply of thermal energy by a heat network, and for regulating the construction and operation of a heat network	**Climate Change Plan - Third Report on Proposals and Polices 2018-2032** provides an overview of the Scottish Government plan	**Climate Ready Scotland -** Second Scottish Climate Change Adaptation Programme 2019-2024	**National Planning Framework 4** **As part of a review of the Scottish planning system, Government are updating the National Planning Framework and Scottish Planning Policy which will provide the basis for assessing proposals for**

emissions to net zero by 2045. The Climate Change (Emissions Reduction Targets) (Scotland) Act 2019 amends the Climate Change (Scotland) Act 2009.	targets set out in the Act; - to help deliver Scotland's Climate Change Adaptation programme; and - to act in a way that it considers is most sustainable.		environment and the sustainable use and enjoyment of it and facilitate the transition to a low carbon economy".		**new development.**

North Ayrshire Council Plan 2019-24

The commonality that links these international, national and regional policies is a desire to achieve a sustainable environment for future generations – a priority made clear in the NAC Council Plan 2019-2024

LOCAL CONTEXT

- Local Biodiversity Action Plan
- Renewable Energy Strategy
- Electric Vehicle Strategy
- Zero Waste Strategy
- Local Transport Strategy
- Local Development Plan
- Sustainable Procurement Policy
- Local Housing Strategy
- Low Carbon Behaviour Strategy
- Community Wealth Building Strategy
- Economic Recovery and Renewal Approach (local Green New Deal)
- Regeneration Delivery Plan
- Food Growing Strategy

Note: The drivers are correct at the time of publication and will be a subject to regular review.

Reducing emissions, acting on climate change and enhancing sustainable behaviours will support all the priorities within the Council Plan, from us all contributing and playing our part, to children and young people having the best start in life, growing an enterprising economy, being well connected and ultimately achieving a sustainable environment whilst ensuring a fair and equitable North Ayrshire.

WHERE ARE WE NOW?

NORTH AYRSHIRE COUNCIL AREA-WIDE EMISSIONS

The Council established a Baseline Emissions Inventory, quantifying the amount of carbon emitted within the geographic boundaries of the Council. The UK Government's Department for Business, Energy and Industrial Strategy publish national carbon dioxide (CO_2) statistic each year, detailing emissions from domestic, industrial, transport and agriculture sectors. This data is used to monitor North Ayrshire wide emissions, using 2005 as the baseline year. Table 1 shows the volume of emissions each year since this baseline year, in kilo tonnes of CO_2, together with tonnes of CO_2 per capita and kilo tonnes of CO_2 per km^2. The latest available data ranges from 2005-2018.

Table 1. North Ayrshire Council area wide emissions

Year	Total CO_2 (ktCO_2)	Emissions Per Capita (t)	Emissions Per km^2 (kt)
2005	1,427.6	10.4	1.6
2006	1405.1	10.3	1.6
2007	1375.3	10.0	1.5
2008	1,373.9	10.0	1.5
2009	1,157.7	8.4	1.3
2010	1,168.7	8.5	1.3
2011	1,038.5	7.5	1.1
2012	1,080.7	7.9	1.2
2013	1,050.5	7.7	1.2
2014	954.7	7.0	1.1
2015	919.5	6.8	1.0
2016	893.6	6.6	1.0
2017	846.6	6.2	0.9
2018	839.4	6.2	0.9

Figure 4 below shows the breakdown of emissions each year, by the sector they were produced from (Industry and Commercial, Domestic, Transport, and Land Use, Land Use Change and Forestry).

Figure 4. Baseline emissions by sector

Baseline Emissions Breakdown 2005 - 2018 (ktCO$_2$)
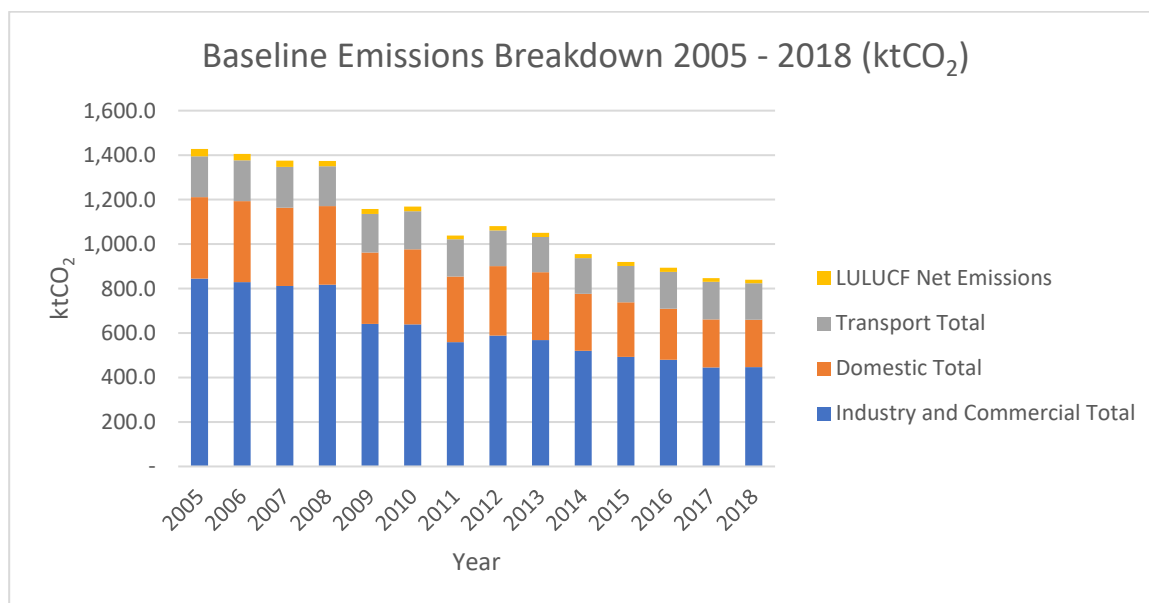
NORTH AYRSHIRE COUNCIL ESTATE EMISSIONS

We are proactive in our approach to reducing carbon emissions from our own estate and have been doing so since the first Carbon Management Plan in 2005/06. We continue to calculate emissions associated with energy usage, water, waste and transport, aiming to drive down the environmental impact of our services. Figure 5. Shows the progress we have made, even surpassing our previous target of 40% reduction in emissions by 2030.

Figure 5. Carbon emissions from Council Estate

Carbon Emission Reduction from Council Estate
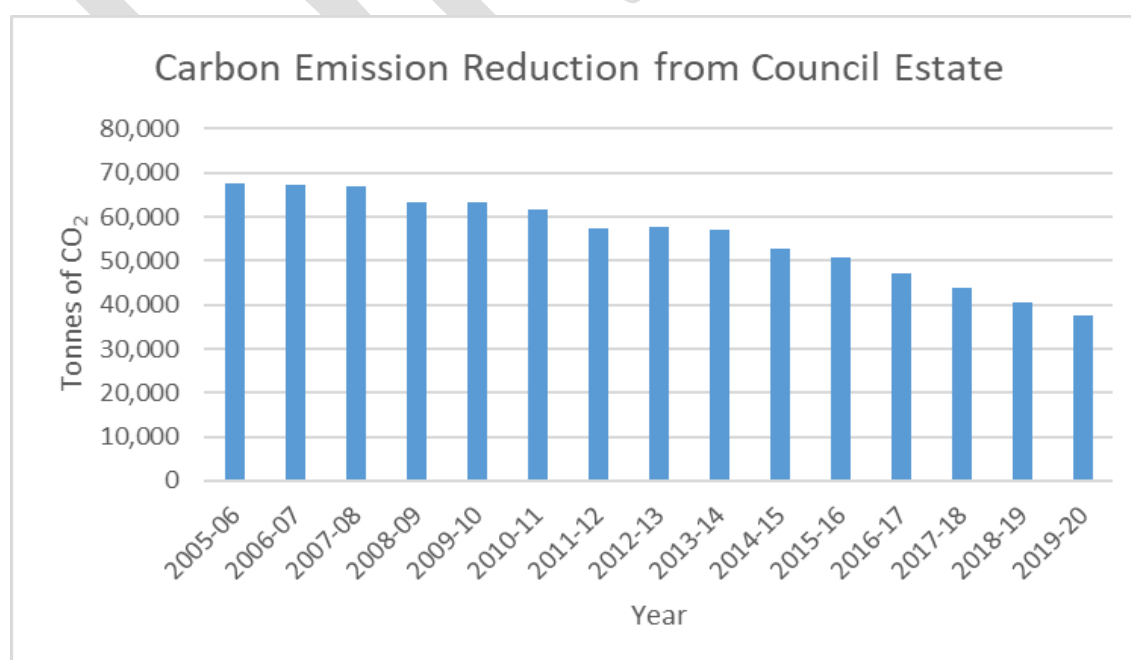
WHERE DO WE WANT TO BE?

We aim to achieve net-zero carbon emissions by 2030.

Net-zero emissions requires a balance between emissions released and emissions absorbed from the environment. Therefore, the Council must lead the way in:

- Reducing emissions from buildings (domestic and non-domestic), transport and waste, and

- Implementing methods to remove carbon dioxide (CO_2) from the atmosphere

This is an ambitious goal based on emission data available and is within the 10-year timeframe set by the IPCC to prevent irreversible damage caused by climate change.

Our interim targets to achieve this area-wide ambitious goal are 489 ktCO2 by 2023 and 210 ktCO2 by 2027, as shown in Figure 6 below.

The yearly milestones below provide an indication of the level of emission reduction required in order to achieve our 2030 target. An implementation plan (known as the Carbon Project Register) will be developed to identify all the specific carbon reduction and absorption projects to be undertaken to achieve net-zero carbon emissions by 2030. The implementation plan will include carbon abatement values and targets, and will be a live document, updated as low/zero carbon technology continues to develop.

Figure 6. Area-wide Carbon Emission Interim Targets to 2030
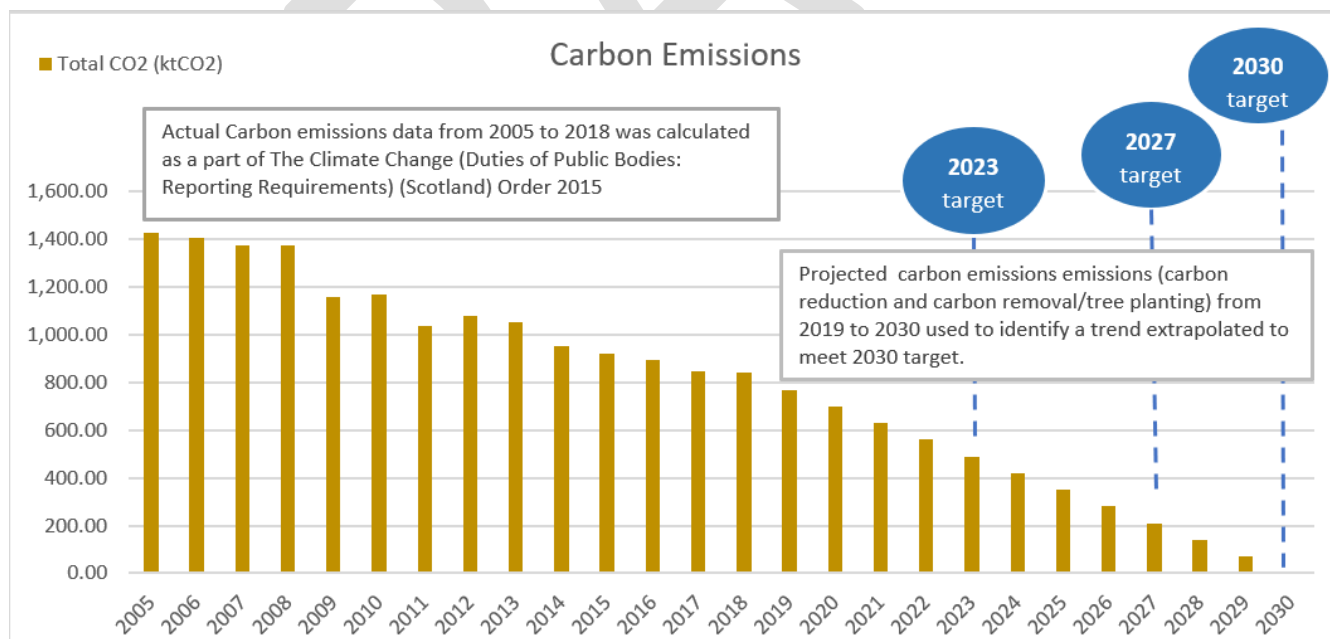
HOW DO WE GET THERE?

In order to achieve the net-zero target, significant reductions in area-wide and Council estate emissions are required. Progress towards this and interim targets will be monitored and managed closely using the following methodology.

GOVERNANCE

North Ayrshire Council takes action on climate change very seriously. Having declared a Climate Emergency, it is recommended that a Climate Change Working Group be established to help deliver on this commitment. The Physical Environment Service, within the Place Directorate, has the remit for sustainability through the Corporate Sustainability team. The Service leads on driving forward the sustainability agenda, implementing energy efficiency and renewable projects for both the domestic and non-domestic estate, and managing the energy consumption data. However, the Council takes a collective responsibility to ensure sustainability is considered in all our decisions, and across all services.

PRINCIPAL ACTIONS

The following action will be undertaken on a corporate level to progress towards net-zero carbon:

- Progress and monitor the Net Zero Carbon Roadmap, with milestones to be reported quarterly to the Head of Service and to Cabinet every six months Council's through the corporate performance monitoring framework
- Develop a detailed implementation plan supporting our Net Zero Carbon Roadmap, including targets, timescales and CO_2 reduction
- Implement a cross service strategic Climate Change Steering Group

WORKSTREAMS

This document contains new actions within the pre-existing workstreams (for example, initiating a carbon budget for North Ayrshire by utilising the Tyndall Centre's expertise) to instigate the necessary longer-term actions, support the decarbonisation of the heat and transport networks, further economic opportunities and eradicate fuel poverty. Two additional workstreams have been included, to reflect the need for North Ayrshire to absorb carbon dioxide (CO_2) from the atmosphere, and to be climate ready. Therefore, the workstreams being considered in this strategy are:

NET ZERO CARBON AND CLIMATE RESILIENT NORTH AYRSHIRE

WORKSTREAM 1 AFFORDABLE WARMTH

WORKSTREAM 3 TRANSPORT & TRAVEL

WORKSTREAM 5 SUSTAINABLE OPERATIONS

WORKSTREAM 7 CLIMATE CHANGE ADAPTATION

WORKSTREAM 2 A GREEN ECONOMY

WORKSTREAM 4 NATURAL ENVIRONMENT

WORKSTREAM 6 EMISSIONS ABSORPTION
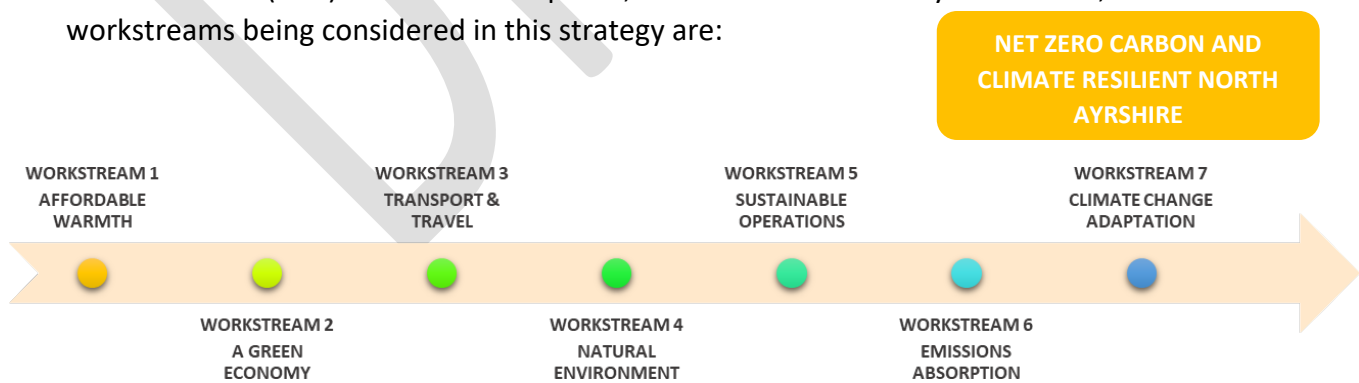
This document provides highlights of progress made so far in each of the workstreams together with a Net Zero Carbon Roadmap identifying priority action for each, to achieve a net zero carbon and climate resilient North Ayrshire.

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COMMUNITIES, SCHOOLS, YOUNG PEOPLE AND RAISING AWARENESS

In December 2020, Scottish Government published its draft public engagement strategy for Climate Change, Net Zero Nation, which builds on the works already undertaken with Climate Week and the Big Climate Conversation. COP26 is a further opportunity to frame local action during the focus of a global summit.

The Council will lead work with Community Planning Partners, the Locality Partnerships, schools, young people and communities to raise public awareness of their role in meeting Scotland's climate targets and embracing zero-carbon living. Each North Ayrshire school is further developing its approach to Learning for Sustainability, 'ensuring children and young people have the knowledge, skills, values and world-views necessary for people to act in ways that contribute to more sustainable patterns of living.' This includes the improvement of school buildings and grounds and the development of the curriculum.

Learning for Sustainability

Learning for Sustainability is a curricular approach and the key mechanism for promoting and working towards the UN's Sustainable Development Goals within education settings. It is an important component of Curriculum for Excellence. Putting the development of knowledge, skills and values at its heart of the curriculum four capacities, Learning for Sustainability is an entitlement for learners and a core part of teachers' professional standards.

Each North Ayrshire school is further developing its approach to Learning for Sustainability. The Council will work with our schools and young people in educational community settings through the STEM Working Group, Eco-Schools and our Youth Participation and Citizenship Strategy to deliver Learning for Sustainability, involvinge young people in COP26 and developing COP26 legacy actions.

Community Planning and Locality Partnerships

Over the past decade North Ayrshire Council has been building its approach to community empowerment, strengthening communities and supporting community organisations. Local people know their communities better than anyone, and working in partnership allows them to control their own decisions and shape their future. The Locality Partnership approach encourages planning with communities and partners, that is co-defined, co-designed and co-delivered by all who can be involved in empowering communities. An empowered community is one where individuals and communities have the confidence, skills and ability to influence decisions, take action and make change happen in their lives and communities. Locality Partnerships are key community partners in achieving net zero carbon and contributing to addressing climate change. Our approach is based on partnership between our communities, our community planning partners and local government.

The Council will actively encourage the development of leadership on responses to climate change from communities and community planning partners as well as from across the public sector. Scottish Government is currently consulting on Climate Change - Net Zero Nation and its public engagement strategy to raise awareness, support participation and

encourage action. We will work with our communities and young people in through our Locality Partnerships and our Youth Participation and Citizenship Strategy to raise awareness and involve communities and young people addressing climate change interventions.

PERFORMANCE MANAGEMENT

Progress towards completing each of the actions will be monitored and reported through the Council's corporate performance monitoring framework, with updates provided to Cabinet every six months.

North Ayrshire Council also complies with the Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Order 2015 which requires Public Sector Bodies to publish annual climate change reports. This was intended to demonstrate compliance with Public Sector Bodies' climate change duties, to engage leaders and encourage action.

In addition, the Council will continue to complete the annual Climate Change Assessment Tool, to facilitate discussion on corporate climate change performance, seeking continuous improvement in this area.

Furthermore, the Council will peruse Adaptation Scotland's Capability Framework, in order to improve resilience to the impacts of climate change.

WORKSTREAMS

WORKSTREAM 1 – AFFORDABLE WARMTH

The Fuel Poverty (Targets, Definition and Strategy) (Scotland) Act 2019 has changed the definition of fuel poverty. The Act defines a household to be in fuel poverty if more than 10% of its net income (after housing costs) is required to heat the home and pay for other fuel costs – with not enough money left for a decent standard of living.

The Act also sets a target of no more than 5% of Scottish Households in fuel poverty by 2040. The most recent Scottish House Condition Survey Local Authority Analysis report (published in February 2019) states that for 2016-18, 28% of households in North Ayrshire were suffering from fuel poverty, and although this is great improvement on the previous ESCCS period, there is room for more to be done.

Fuel poverty occurs through a combination of poor energy efficiency of households, high fuel costs and low household income. We continue to invest in energy efficiency measures for housing, raising awareness of fuel switching support and income maximisation.

ACHIEVEMENTS SO FAR

North Ayrshire Council has successfully installed two large-scale district heating schemes, at Glencairn House in Stevenston and Watt Court in Dalry. These are providing affordable, renewable heat to residents and have established a requirement for heat networks to be considered as part of the housing development process on an ongoing basis.

North Ayrshire Council has successfully secured approximately £10.5million of external funding to provide external wall insulation to 2,231 homes, to help provide warmer homes

and reduce heating bills. We also continue to deliver replacement and top up loft insulation and cavity wall insulation for Council properties, supporting Energy Efficiency Standard for Social Housing (EESSH) compliance and other housing programmes.

All housing development programmes now seek the 'Greener standard' specification to future proof new homes, and in order to support innovation and test new technology for future housing developments, two 'sustainable house' demonstrator homes have successfully been completed in Dickson Drive, Irvine. Measurement of effective use of the installed technology will be monitored over during the period of this ESCCS, in the hope of rolling out innovative technology to future developments.

We have also implemented our first solar PV installation programme for domestic properties, installing solar PV panels on the roofs of 290 Council houses, helping to reduce fuel bills and change to renewable sources of energy.

Furthermore, the Council's Private Sector Team have developed a referral process for landlords and homeowners to Home Energy Scotland and Citrus Energy, to improve the efficiency of their properties and offer support with utility companies.

PRIORITY ACTIONS

Affordable Warmth	
1.	Implement additional phases of domestic solar PV installations
2.a	Implement external wall insulation for domestic properties, to reduce carbon emissions and provide energy savings
2.b	Investigate the potential for and funding sources to develop our approach to affordable net zero energy retrofits
3.	Develop and implement an overarching Local Heat and Energy Efficiency Strategy (LHEES) for North Ayrshire, to remove energy efficiency as a driver for fuel poverty
4.a	Develop heat networks where appropriate)
4.b	Work towards renewable / zero carbon heat networks
5.	Investigate potential use of battery storage for homes
6.	Identify fuel poverty alleviation projects through partnership working
7.a	Develop EV charging programme to facilitate domestic infrastructure, in both new and existing properties
7.b	Incorporate in the programme: bike storage, eBike charge points and low carbon transport infrastructure which encourage reducing car use
8.	Raise awareness of low carbon behaviours at home
9.a	Ensure that affordable, energy efficiency homes built under the Council's housing development programme are built to the Greener Standard or equivalent, maximising renewable energy and heat network capability
9.b	Establish minimum standard for heating and local renewable supply where possible

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9.c	Seek to prioritise building new properties to a high energy efficiency (e.g. Passivhaus and EnerPHit Standards)

WORKSTREAM 2 – A GREEN ECONOMY

The current health and economic crisis has highlighted the importance of creating a new economic model, focused on wellbeing and inclusion. A focus solely on enhancing Gross Domestic Product (GDP) as an output at a national level is not sufficient to recognise the wider levels of economic, social and environmental wellbeing across our communities. Nor will it provide the basis to tackle climate change.

The United Nations Environment Program defines a green economy as being 'low carbon, resource efficient and socially inclusive. In a green economy, growth in employment and income are driven by investment into such economic activities, infrastructure and assets that allow reduced carbon emissions and pollution, enhanced energy and resource efficiency, and prevention of the loss of biodiversity and ecosystem services'.

We must ensure a just transition to a green economy in North Ayrshire, so that existing inequalities are not exacerbated and we learn the lessons from previous industrial change, making sure no place or community is left behind. Accelerating action to tackle climate change is a critical part of our economic recovery and renewal through publishing a Green New Deal for North Ayrshire, so that the economy, environment and fairness are mutually reinforcing and not competing priorities – our economy should work for people, place and planet.

Even before COVID-19, North Ayrshire had one of the most fragile economies within Scotland and had struggled to adapt to previous industrial changes including deindustrialisation. In recent analysis conducted by the Scottish Government and highlighted by the Advisory Group on Economic Recovery (AGER), North Ayrshire ranked as the least resilient local authority in Scotland (Source: Scottish Government). It is evident that North Ayrshire's economy takes longer to recover from economic shocks than other areas and that levels of regional inequality are stark in Scotland. Creating a more resilient local economy that can deal with future economic change and transitions will be crucial.

North Ayrshire's local business base – including social and community enterprises – will need to play a key role in achieving a net zero carbon target, including through reducing emissions and waste, and testing new innovative technologies and processes to support this.

ACHIEVEMENTS SO FAR

Community Wealth Building Strategy

In May 2020, North Ayrshire Council launched Scotland's first Community Wealth Building Strategy. The strategy sets out the CWB mission of 'Enhancing local wealth and the creation of fair jobs, and maximising the potential of all our places through working in partnership with our communities and businesses'. The strategy includes a comprehensive 55-point action plan and sets out six objectives to deliver CWB:

- Community Wealth Building Council: We will work across all our services and wider local and regional partners to implement Scotland's first approach to Community Wealth Building.
- Procurement: We will use our spend to actively encourage and support a growing, diverse and resilient local business base, and to support our net zero carbon ambitions.
- Fair Employment: We will encourage the creation of fair and meaningful jobs with progression opportunities to unlock the potential of our residents.
- Land and Assets: We will support the wider regeneration of our communities by maximising all our land and assets including through alternative uses for community and business benefit.
- Financial Power: We will invest locally and encourage regional and national institutions to invest in our communities.
- Plural Ownership of the Economy: We will support the creation and sustainability of a range of business models including SMEs, social enterprise, employee ownership, cooperatives, municipal activity and community enterprises.

The Community Wealth Building strategy was highlighted as a place-based climate action example as part of the Scottish Government's Climate Change Plan Update published in December 2020.

Economic Recovery and Renewal Approach – building back better, fairer and greener

In September 2020 the Council launched its Economic Recovery and Renewal Approach to build back better, fairer and greener. The approach is based on the foundation of the Council's Community Wealth Building approach and sets out a Local Green New Deal. The twin priorities of a North Ayrshire Green New Deal for an inclusive and green economic recovery are to:

- Ensure an inclusive economic recovery by delivering our Community Wealth Building mission; and
- Ensure a green economic recovery focused on achieving our net zero carbon ambitions through the creation of sustainable infrastructure and regeneration projects and creating fair jobs.

At the heart of the approach to economic recovery and renewal is the £10.2m Investment Fund which is being utilised to deliver on climate change, sustainable infrastructure investment and Community Wealth Building.

We will use our capital investment to accelerate our recovery and wider regeneration of our area, at the same time as tackling climate change. We will support our existing businesses and social enterprises to rebuild, diversify and become more resilient, green and inclusive. We will support our communities who have lost their jobs or are in insecure work, support our young people, and encourage community entrepreneurship.

The Council will prioritise capital and climate investment projects that will create fair and green jobs, as well as supporting a local supply chain.

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Regeneration Delivery Plan

North Ayrshire Council has published an ambitious five-year Regeneration Delivery Plan which sets out the Council's plans to deliver physical regeneration and regenerate strategic regeneration sites and places by working together with our communities. The Regeneration Delivery Plan will drive and enable the delivery of major regeneration and infrastructure projects that will support the achievement of the Council's net zero target.

Green Jobs Fund

The Council's Economic Recovery and Renewal Approach outlined that we will offer support and specialist expertise to businesses and wider community organisations to adopt a green action plans to support industrial decarbonisation and reduce carbon footprints, including through circular economy approaches. North Ayrshire contains several intensive businesses, with cost of energy also playing a key consideration here.

In February 2021, the Council agreed plans for a £500,000 Green Jobs Fund. This innovative Fund has been set up to support economic recovery and tackle climate change as part of the Council's Green New Deal. The Fund will support the creation of local fair and green jobs whilst supporting businesses in becoming 'greener' through reducing carbon emissions and developing new innovative processes and technologies. This will support businesses and community organisations to adopt new innovative practices and models including circular economy approaches and renewable energy, reduce business energy costs, upskill and reskill business and their employees, as well as securing further investment into the area. The Green Jobs Fund will use a Community Wealth Building approach to improve the resilience of the local business base and create local supply chain opportunities.

The Hunterston Strategic Development Area

The Hunterston Strategic Development Area, North Ayrshire, is one of the UK and Scotland's most important strategic energy locations and is identified in the Scottish National Planning Framework. Historically, Hunterston has played a critical role in the UK's energy security through nuclear power production and being a site for importation of coal from around the globe for now closed coal fired power stations. The imminent decommissioning of all nuclear stations at Hunterston alongside a cessation of handling of carbon fuels within Hunterston means it is at a crossroads in its transition from an energy hub with a significant environmental footprint to a UK centre for clean energy production, supporting clean/blue/circular economy uses and the development of a net zero industrial location.

The UK Government recognises the strategic importance of Hunterston and £18m has been secured through Ayrshire Growth Deal to develop centres of excellence in innovation, advanced technologies and applied research with a focus on the blue and green economies including: low carbon energy /circular economy/aquaculture/advanced manufacture and the servicing of assets for the offshore wind and renewable energy sector.

There is a major opportunity to bring economic transformation to the region, by linking the challenges facing the nuclear decommissioning with the range of new industry sectors capable of being realised at Hunterston. This would support North Ayrshire's Economic

Recovery and Renewal Approach, which sets out a Green New Deal ensuring that green jobs are central to our plans to build a greener and fairer economy. Within the initial Ayrshire Growth Deal investment, private and public partners will develop proposals for early enabling investment and a delivery programme for wider site proposals for the future development of the Hunterston port.

The future of wind is in floating wind on the west and north UK. Hunterston is optimally placed to capitalise on this and presents a stand-out opportunity to deliver the national levelling-up agenda, by supporting the diversification of the footprint of the clean energy sector within the UK, providing an anchor on the UK western coast in a region that will experience significant benefit from the investment in high value technology, R&D, skills development and manufacturing processes as a consequence of the proposals.

PRIORITY ACTIONS

A Green Economy	
1.	Deliver the innovative £500,000 Green Jobs Fund to support a just transition in North Ayrshire.
2.	Through the Green Jobs Fund and wider Community Wealth Building approach, support green local supply chain initiatives and supplier development to improve the resilience of the local business base.
3.	Deliver the £10.2 million Investment Fund to support Community Wealth Building, infrastructure investment and tackle climate change including utilising our land and property assets to help develop low carbon and renewable energy schemes and environmental activity to support our green transition.
4.	Deliver the Community Wealth Building Procurement Objective of using our spend to 'actively encourage and support a growing, diverse and resilient local business base, and to support our net zero carbon ambitions'.
5.	Position North Ayrshire and the wider Ayrshire region as region for investment in circular economy and renewable energy net zero technologies, including through participation in the Ayrshire Regional Economic Partnership 'Clean Growth' workstream.
6.	Progress the Ayrshire Regional Skills Investment Plan and Ayrshire Growth Deal Regional Skills Fund to identify the 'green skills' required as we move to net zero and support communities to upskill and reskill.
7.	Undertake a feasibility study to outline options and recommendations for the potential scope of a repair economy and 'remakery' project(s) in North Ayrshire that aligns to the principles of Community Wealth Building and builds on existing community and business remake and reuse activity.
8.	Building on the Zero Waste strategy, develop a circular economy approach to enhance innovation and reduce waste through working with partners including Zero Waste Scotland.
9.	Promote the Hunterston Strategic Development Area as a site of national significance which includes £18 million of Ayrshire Growth Deal investment from the UK Government.
10.	Deliver the ambitious Regeneration Delivery Plan, including a specific focus on environmental priorities and effective digital connectivity, recognising changes in the way we live and work.

11.	Continue to participate in the Centre for Local Economic Strategies (CLES) research project exploring the use of Community Wealth Building Strategy techniques for local energy transition and developing practical guidance to support this.
12.	Use the forthcoming Local Heat and Energy Efficiency Strategy (LHEES) to identify projects to support local businesses.
13.	Continue to implement the Ayrshire CWB Anchor Charter which includes a 'sixth CWB pillar' of 'Environment and Climate Action' to ensure commitment and action from Anchor Institutions in the region to achieving net zero and delivering a more inclusive economy.
14.	Work with Highlands and Island Enterprise, Scottish Government and island communities and businesses to deliver the Island Recovery and Renewal Pilot, including the development of ambitious 10 year plans for Arran and Cumbrae that support an inclusive and green economic recovery.
15.	Publish an Inclusive Economy Dashboard learning from the Doughnut Economics tool which proposes an economy with a social foundation we cannot fall below and environmental limits that should not be exceeded.

WORKSTREAM 3 – TRANSPORT AND TRAVEL

Transport is currently the largest contributor to Scottish emissions.

The National Transport Strategy sets out the vision for the transport system over the next 20 years. Its vision of a sustainable inclusive, safe and accessible transport system, helping deliver a healthier, fairer and more prosperous Scotland for communities, businesses and visitors is underpinned by four priorities: Reduces inequalities; Tackles climate action; Helps deliver inclusive economic growth; and Improves our health and wellbeing.

It promotes walking, cycling, public transport and bike, car and ride sharing in preference to single occupancy car use. It also includes a commitment to phase out the need for new petrol and diesel cars and vans by 2032 and promote the uptake of electric and low-emission vehicles. The second Strategic Transport Projects Review (STPR2) will inform transport investment for the next 20 years across Scotland. It will help to deliver the vision, priorities and outcomes for transport set out in the NTS.

North Ayrshire's Local Transport Strategy translates these documents into a local perspective. The review of our strategy in 2021 will identify our priorities for active and sustainable travel until 2026. The updated strategy will reflect the changes in travel post COVID including the impact on the public transport network. It will also reflect the Council's commitment to promoting the uptake of electric vehicles and developing a robust charging infrastructure for residents, businesses and visitors.

As part of the learning from COVID-19, the North Ayrshire Council Digital Strategy is being reviewed and updated to reflect future priorities and actions. During the pandemic citizens made better use of digital technology such an on-line meetings and on-line forms and continued use of this will help reduce carbon emissions through less travel to offices and meetings.

Effective use of technology, through restrictions imposed from the pandemic, resulted in staff working remotely which delivered, and will continue to deliver, a positive environmental impact through less travel. A Project has been formed on 'Our Future Working Environment' which aims to take the learning and good practice from the pandemic and ensure its embedded in our future way of working. Remote working is a significant part of this project.

ACHIEVEMENTS SO FAR

The Council has successfully established a Car Share scheme to reduce business miles travelled and associated emissions. The scheme currently has 1,124 members accessing electric and low emission vehicles at various locations across the area. In 2019/20 275,868 miles were travelled using this initiative.

Further grant funding was received during 2019/20 from the Switched on Fleet initiative, allowing for three additional electric cars and five vans to be leased to further increase our electric vehicle fleet to 19.

Significant levels of funding is secured annually to implement active travel and sustainable transport projects including Irvine High Street Public Realm, Bus Corridor Improvements; and Irvine Cycle Friendly Town Implementation. In June 2019, the Trinity Active Travel Hub, funded by the ERDF Low Carbon Travel and Transport (LCTT) Challenge Fund, was launched to provide support and promote active and sustainable travel choices by members of the public. The Hub and the Travel Smart campaign, funded by Smarter Choices Smarter Places, provide a range of advice, support, activities and training to the local community to support sustainable everyday journeys.

A Low Carbon Hub is currently being developed in Ardrossan through the LCTT. This includes new active travel links, active travel infrastructure, Electric Vehicle Charging Hubs and e-bike charging hubs. This will be delivered across two key sites, Ardrossan Harbour and North Shore to support everyday journeys across the town and neighbouring settlements.

In addition, the Council has developed an Electric Vehicle Strategy to support and encourage the uptake of EVs throughout North Ayrshire. In July 2019, North Ayrshire Council successfully secured funding from Transport Scotland to commission the Energy Saving Trust's Electric Vehicle feasibility report for Irvine. This report provides recommendations for electric vehicle charging points for the town and will be progresses as part of this ESCCS.

PRIORITY ACTIONS

Transport and Travel	
1.	Develop solar charging hubs in North Ayrshire
2.	Apply for Switched on Towns and Cities Funding to install 36 charge points in Irvine* (*identified in the Energy Saving Trust's EV feasibility report)
3.a	Install Workplace Chargers to further electrify the Council's fleet to ensure transition of fleet to EV (strategic positioning of charging facilities)

3.b	Review transition of services where possible to lower carbon emissions e.g. light commercial vehicles for deliveries etc.
4.	Implement actions from the Electric Vehicle (EV) Strategy
5.	Work with government agencies and external partners to increase the number of publicly available charging points in North Ayrshire Review transition of services where possible to lower carbon emissions e.g. light commercial vehicles for deliveries etc.
6.a	Deliver the Trinity Active Travel Hub and Travel Smart Campaign to encourage more sustainable travel choices
6.b	Deliver the Ardrossan Low Carbon Hub
6.c	Identify the ways to utilise assets to support active and low carbon local travel networks e.g. all school pupils and community to have an easily accessible active travel routes to schools, health services, shopping, leisure etc.
7.	Implement actions from the Fleet Sustainability Review
8.a	Embed better use of technology in the new North Ayrshire Council Digital Strategy to help reduce travel and carbon emissions.
8.b	Develop new ways of working through the 'Our Future Working Environment' project to help reduce travel and carbon emissions.

WORKSTREAM 4 – NATURAL ENVIRONMENT

Biodiversity is essential for life on Earth but is under threat from pollution, habitat loss and climate change.

The fifth edition of the UN's Global Biodiversity Outlook report (September 2020) highlights continued biodiversity loss and ongoing degradation of ecosystems.

The sixth mass extinction of wildlife on Earth is accelerating and more than 500 species of animal could become extinct within 20 years.

It is important to note that while some species are going extinct, some tend to survive and flourish, such as rats and bats. This has severe consequences and pathogens transmission can occurs more frequently between them and humans.

There is therefore a strong scientific consensus that biodiversity loss can lead to pandemics Pandemic like COVID-19.

The Nobel laureate Paul Crutzen popularised the Anthropocene term in 2000 and a growing number of scientists use this term informally to name the current epoch in which we are living.

Anthropocene is a geological epoch in which human influence is the dominant source of change to the world's ecosystems and requires us to be globally responsible and protect our natural environment.

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Any amount of increase to global temperatures could be detrimental to ecosystems, however an increase of 1.5°C may trigger one of nine tipping points in the world. A tipping point is where a small change could trigger a dramatic or irreversible change in a system, for example the irreversible meltdown of Greenland ice sheets; permafrost loss and abrupt increase in emissions of CO_2 and CH_4; and coral reef die-off. The risk of tipping points compels us to act on reducing emissions, and on a local scale show leadership in the protection and enhancement of our natural environment.

North Ayrshire's Local Biodiversity Action Plan is our response to the local challenges and details the actions that the North Ayrshire Biodiversity Partnership intends to achieve between 2019-2031.

Furthermore, the adopted Local Development Plan for North Ayrshire sets out guidance for sustainable development over a 20-year period. It supports the provision of a Low Carbon North Ayrshire by supporting energy infrastructure and heat network development, minerals safeguarding and extraction, waste management and the protection of valuable carbon rich soils.

ACHIEVEMENTS SO FAR

Garnock Connections is a Landscape Partnership Scheme led by RSPB Scotland in partnership with North Ayrshire Council, Scottish Environment Protection Agency, Scottish Natural Heritage, and the Scottish Wildlife Trust. A range of projects have been delivered across the Landscape Partnership area by the partner organisations.

The Garnock's Buzzing project led by Garnock Connections, has created wildflower meadows, planted pollinator friendly trees and established bee banks at community sites. This project continues to successfully involve the community through pollinator identification events, ecological surveys, and raising awareness of the importance of supporting and enhancing biodiversity in North Ayrshire.

Other projects include the formation of a Green Network Training Programme to deliver environmental improvements. This has provided 6-month placements and vocational and practical training to local young unemployed people whilst delivering a range of projects including new paths, woodland management and wildflower planting.

PRIORITY ACTIONS

Natural Environment	
1.	Support supplementary guidance to enhance the adopted Local Development Plan for North Ayrshire
2.	Undertake a Local Nature Conservation Site review to ensure decisions which may have an impact on local habitats are based on an up-to-date understanding of the value of such sites to North Ayrshire's biodiversity
3.	Deliver biodiversity awareness to schools and young people
4.	Implement the Local Biodiversity Action Plan

5.	Continue to support the increase in local food production (including community and school gardens and allotments; local businesses and plural forms of ownership including social enterprises, cooperatives, community enterprises)
6.	Continue to support food provenance and maximise the use of locally grown food through the actions within the North Ayrshire Food Growing Strategy

WORKSTREAM 5 – SUSTAINABLE OPERATIONS

North Ayrshire Council's challenging net-zero target will be meet by first understanding the costs and impacts of our activities, and then acting on reducing carbon emissions from across all sectors, utilising renewable energy, removing carbon dioxide (CO_2) as previously noted from the atmosphere, and maintaining low carbon behaviours amongst staff, residents, visitors and businesses in North Ayrshire. This workstream will focus on reducing emissions and encouraging low carbon behaviours.

The Council understands that emissions from services, buildings, transport and homes, all add to the global climate impact. We are therefore engaging with the Tyndall Centre for Climate Change Research to establish a carbon budget. The IPCC have identified carbon budgets for all countries; the Tyndall Centre have used this data to allocate budgets to local authority areas, identifying our share of carbon emissions allowed for the world to stay within the 1.5°C temperature increase.

North Ayrshire Council employs approximately 6,500 staff and is home to a population of 134,740, therefore we are well placed to listen to the needs of individuals, groups and businesses and support low carbon behaviours throughout. We value the importance of education and will continue to teach young people about how our actions impact the planet through energy use, food choices, travel options and waste management. We are well placed to support climate change awareness amongst communities, local businesses and decision makers. We also recognise the opportunities in upskilling existing services and promoting jobs in renewable and low carbon technology sectors

Small cuts in emissions now can be worth as much as larger cuts in the future, therefore we must continue to reduce emissions in all scales. Progress has already been made to forward the Climate Emergency agenda and move closer to achieving net-zero emissions; some achievements in this regard are provided below:

ACHIEVEMENTS SO FAR

The Council has successfully delivered an enhanced waste and recycling service, allowing for 61.2% of all household waste to be recycled, and realising 6.22% recovery of energy from waste collected in 2019/20.
North Ayrshire Council has established a 25-year project to divert waste from landfill and generate energy, through the Clyde Valley Residual Waste Project. Partnering with four other local authorities up to 190,000 tonnes of municipal waste will be diverted from landfill and converted to low carbon energy on an annual basis.

Furthermore, the Plastic Waste Prevention Action Plan has been established to progress the Council to move towards becoming a Plastic Free Council by 2022.

The Non-Domestic Energy Efficiency framework has successfully implemented nearly £1million of retrofit energy efficiency measures to 15 non-domestic properties, reducing carbon emissions and operational costs on an annual basis. A series of annual awareness raising events have taken place, encouraging sustainable behaviours amongst staff, young people and communities. The Primary School's Energy Challenge has continued to highlight the wealth of creativity and eagerness to act on climate change amongst pupils and teaching staff.

Furthermore, the Council has retrofitted 14,378 street lights with energy efficient LED fittings, reducing carbon emission from over 58% of street lights across North Ayrshire.

PRIORITY ACTIONS

Sustainable Operations	
1.	Design and install our first solar photovoltaic farm in North Ayrshire
2.	Establish a North Ayrshire Council Climate Change Steering Group
3.	Produce a carbon budget for North Ayrshire and use the SCATTER tool to plan carbon reduction works and scenarios
4.	Develop an Energy Systems models for North Ayrshire
5	Review the Corporate Performance Framework data set to reflect the journey to net-zero carbon
6.	Utilise academic partnerships to identify, explore and enhance large scale low carbon projects, for example the North Shore, I3 and new housing development
7.	Develop and implement an operational plan to: • improve energy efficiency of non-domestic buildings within the Council's estate • ensure best practice buildings and systems so that the energy efficiency performance gap is eliminated
8.	Investigate potential use of battery storage for non-domestic buildings
9.	Deliver a consistent and effective Low Carbon Behaviour campaign
10.	Investigate feasibility for islands becoming net zero carbon communities
11.	Implement the Zero Waste Strategy

WORKSTREAM 6 – CARBON ABSORPTION

Carbon emissions can be absorbed naturally through trees (during photosynthesis) or by using technical solutions such as carbon capture and storage (CCS), where carbon dioxide (CO_2) from electricity generation and industrial processes is prevented from entering the atmosphere. CO_2 is collected, transported and stored securely in depleted oil and gas fields. The Council will not be able to achieve net-zero emission status without absorbing emissions; therefore a range of actions must be investigated during the period of this ESCCS.

The North Ayrshire Council Climate Change: Just Cool It consultation questioned the opportunities and barriers of planting trees in the area. 98% of feedback was positive towards moving ahead with this project, with respondents identifying opportunities to work

with communities, young people and landowners, and highlighting additional benefits of improving mental health, encouraging biodiversity and supporting natural drainage.

ACHIEVEMENTS SO FAR

Recognising the vitally important role of trees in tackling climate change, in March 2020 North Ayrshire Council dedicated £500,000 of resource to tree planting. This project will be led by Commercial Services, identifying available land with suitable soil types, the most appropriate tree species to plant, and partnership opportunities. This is another example of North Ayrshire Council creating a strong legacy and sustainable place for existing and future generations.

PRIORITY ACTIONS

Carbon Absorption	
1.	Develop a strategic options appraisal for delivery of a tree planting initiative
2.	Implement a tree planting initiative
3.	Identify opportunities to support carbon capture and storage technology
4.	Maintain up to date knowledge and awareness of carbon capture opportunities and technologies for application in North Ayrshire

WORKSTREAM 7 – CLIMATE CHANGE ADAPTATION

Climate change is happening now, globally, regionally and locally. It is vital that consideration is given not only to mitigation methods (as in the previous workstreams), but to how we adapt and build resilience to climate change we are witnessing now and will experience in the future.

Climate Change projections for Scotland suggest increases in mean annual temperature by the 2080s in the range from 1.6°C to 4.5°C, with central estimates between 2.6°C and 3.0°C; drier summers and wetter winters (source: Scottish climate change adaptation programme 2019-2024: strategic environmental assessment).

Increased frequency and intensity of extreme weather events such as flooding, storms and heat waves are becoming more common across Scotland, impacting our natural and built environment, land assets, transport, communities and services.

Some of the key consequences have been identified by Adaptation Scotland as:

- The health and well-being of people, and the health of our natural environment

- The increased risk of flooding

- The increased frequency of summer droughts

- The change in our coast

- The security and efficiency of our energy supply

- Infrastructure network connectivity and interdependencies

- The performance and resilience of our business

The Climate Change Convention asked delegates to consider what the main climate change impacts and risks for North Ayrshire would be. The responses were similar to those recognised nationally, for example flooding, surface water on roads, warmer weather impacting agriculture, food production and housing, rising sea and river water levels, and the danger to infrastructure and island communities through increase wind speed.

ACHIEVEMENTS SO FAR

The Ayrshire Local Flood Risk Management Plan details how and when the actions to deliver the goals set in the Flood Risk Management Strategy are to be delivered in the first 6-year planning cycle (2016 to 2022). North Ayrshire is the lead local authority for the Ayrshire Local Plan District. Furthermore, the Ayrshire Shoreline Management Plan is a large-scale assessment of the risks associated with coastal tides and was adopted by North Ayrshire Council in September 2018. The requirement for an SMP covering the Ayrshire coastline was identified by SEPA through the development of the Ayrshire Local Flood Risk Management Strategy.

In October 2019, an Elected Member's event was held to highlight the value of adapting to the impacts of climate change. The event, facilitated by Adaptation Scotland, focussed on how climate impacts are affecting North Ayrshire communities, and how to identity local priorities. It was recognised that by taking a strong, proactive approach we will ensure that vital public assets, infrastructure and services are fit for current and future generations and able to deliver positive outcomes across North Ayrshire.

PRIORITY ACTIONS

Climate Change Adaptation	
1.	Implement Adaptation Scotland's Framework for a Climate Ready Public Sector with specific focus given to the following: ▪ Understand what the future climate means for North Ayrshire ▪ Identify what can be done to build resilience to cope with this change ▪ Increase the resilience of our buildings, services and infrastructure ▪ Understand the vulnerabilities of our community and our businesses in relation to climate change and helping our community and business to build climate resilience
2.	Develop and deliver required flood protection scheme for the Upper Garnock Valley
3.	Develop and deliver required flood protection schemes for Millport

4.	Complete studies of areas identified as potentially vulnerable to flooding in line with the approved Flood Risk Management Strategy and Action Plan
5.	Strengthen scientific evidence and awareness building of current and future coastal change along Ayrshire's coast through the actions within the Ayrshire Shoreline Management Plan

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APPENDIX 1 – NET ZERO CARBON ROADMAP

Objective *What we would like to achieve?*		Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 1 – Affordable Warmth	**Reduced number of households in Fuel Poverty**	Implement additional phases of domestic solar PV installations	March 2022	Physical Environment	
		a) Implement external wall insulation for domestic properties, to reduce carbon emissions and provide energy savings b) Investigate the potential for and funding sources to develop our approach to affordable net zero energy retrofits	Annually until March 2023	Physical Environment	
		Develop and implement an overarching Local Heat and Energy Efficiency Strategy (LHEES) for North Ayrshire, to remove energy efficiency as a driver for fuel poverty	Annually until March 2023	Physical Environment	
		a) Develop heat networks where appropriate b) Work towards renewable / zero carbon heat networks	March 2023	Physical Environment	
		Investigate potential use of battery storage for homes	March 2023	Physical Environment	
		Identify fuel poverty alleviation projects through partnership working	March 2023	Physical Environment	
		a) Develop EV charging programme to facilitate domestic infrastructure, in both new and existing properties b) Incorporate in the programme: bike storage, eBike charge points and low carbon transport infrastructure which encourage reducing car use	March 2023	Physical Environment	

	Raise awareness of low carbon behaviours at home	Ongoing	Physical Environment	
	a) Ensure that affordable, energy efficiency homes built under the Council's housing development programme are built to the Greener Standard or equivalent, maximising renewable energy and heat network capability b) Establish minimum standard for heating and local renewable supply where possible c) Seek to prioritise building new properties to a high energy efficiency (e.g. Passivhaus and EnerPHit Standards)	Ongoing	Physical Environment	

Objective *What we would like to achieve?*	Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 2 – A Green Economy	**Reduced area wide carbon emissions (by percentage)**			
	Deliver the innovative £500,000 Green Jobs Fund to support a just transition in North Ayrshire.	March 2023	Economic Development and Regeneration	
	Through the Green Jobs Fund and wider Community Wealth Building approach, support green local supply chain initiatives and supplier development to improve the resilience of the local business base.	March 2023	Economic Development and Regeneration	
	Deliver the £10.2 million Investment Fund to support Community Wealth Building, infrastructure investment and tackle climate change including utilising our land and property assets to help develop low carbon and renewable energy schemes and environmental activity to support our green transition.	March 2023	Economic Development and Regeneration Physical Environment	
	Deliver the Community Wealth Building Procurement Objective of using our spend to 'actively encourage and support a growing, diverse and resilient local business base, and to support our net zero carbon ambitions'.	March 2023	Economic Development and Regeneration	
	Position North Ayrshire and the wider Ayrshire region as region for investment in circular economy and renewable energy net zero technologies, including through participation in the Ayrshire Regional Economic Partnership 'Clean Growth' workstream.	March 2023	Economic Development and Regeneration	
	Progress the Ayrshire Regional Skills Investment Plan and Ayrshire Growth Deal Regional Skills Fund to identify the 'green skills' required as we move to net zero and support communities to upskill and reskill.	March 2023	Economic Development and Regeneration	

		Undertake a feasibility study to outline options and recommendations for the potential scope of a repair economy and 'remakery' project(s) in North Ayrshire that aligns to the principles of Community Wealth Building and builds on existing community and business remake and reuse activity.	March 2023	Economic Development and Regeneration	
		Building on the Zero Waste strategy, develop a circular economy approach to enhance innovation and reduce waste through working with partners including Zero Waste Scotland.	March 2023	Economic Development and Regeneration Waste Resources	
		Promote the Hunterston Strategic Development Area as a site of national significance which includes £18 million of Ayrshire Growth Deal investment from the UK Government.	March 2023	Economic Development and Regeneration	
		Deliver the ambitious Regeneration Delivery Plan, including a specific focus on environmental priorities and effective digital connectivity, recognising changes in the way we live and work.	March 2023	Economic Development and Regeneration	
		Continue to participate in the Centre for Local Economic Strategies (CLES) research project exploring the use of Community Wealth Building Strategy techniques for local energy transition and developing practical guidance to support this.	March 2023	Economic Development and Regeneration Physical Environment	
		Use the forthcoming Local Heat and Energy Efficiency Strategy (LHEES) to identify projects to support local businesses.	March 2023	Economic Development and Regeneration Physical Environment	
		Continue to implement the Ayrshire CWB Anchor Charter which includes a 'sixth CWB pillar' of 'Environment and Climate Action' to ensure commitment and action from Anchor Institutions in the region to achieving net zero and delivering a more inclusive economy.	March 2023	Economic Development and Regeneration Physical Environment	
		Work with Highlands and Island Enterprise, Scottish Government and island communities and businesses to deliver the Island Recovery and Renewal Pilot, including the development of ambitious 10 year plans for Arran and Cumbrae that support an inclusive and green economic recovery.	March 2023	Economic Development and Regeneration	
		Publish an Inclusive Economy Dashboard learning from the Doughnut Economics tool which proposes an economy with a social foundation we cannot fall below and environmental limits that should not be exceeded.	March 2023	Economic Development and Regeneration	

Objective *What we would like to achieve?*		Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 3 – Transport & Travel	**Increased number of electric charge points in North Ayrshire**	Apply for Switched on Towns and Cities Funding to install 36 charge points in Irvine* (*identified in the Energy Saving Trust's EV feasibility report)	March 2022	Physical Environment Economic Development and Regeneration	
		Develop solar charging hubs in North Ayrshire	March 2023	Physical Environment Commercial Services Economic Development and Regeneration	
		a) Install Workplace Chargers to further electrify the Council's fleet to ensure transition of fleet to EV (strategic positioning of charging facilities) b) Review transition of services where possible to lower carbon emissions e.g. light commercial vehicles for deliveries etc.	March 2023	Physical Environment Economic Development and Regeneration	
		Implement actions from the Electric Vehicle (EV) Strategy	March 2023	Physical Environment	
		Work with government agencies and external partners to increase the number of publicly available charging points in North Ayrshire	March 2023	Commercial Services	
	Reduced miles driven (by percentage)	a) Deliver the Trinity Active Travel Hub and Travel Smart Campaign to encourage more sustainable travel choices b) Deliver the Ardrossan Low Carbon Hub c) Identify the ways to utilise assets to support active and low carbon local travel networks e.g. all school pupils and community to have an easily accessible active travel routes to schools, health services, shopping, leisure etc.	Annually until Mach 2023	Economic Development and Regeneration	

		Action	Timescale	Lead	Progress Update
		Implement actions from the Fleet Sustainability Review	March 2023	Commercial Services	
		a) Embed better use of technology in the new North Ayrshire Council Digital Strategy to help reduce travel and carbon emissions. b) Develop new ways of working through the 'Our Future Working Environment' project to help reduce travel and carbon emissions.	Ongoing	Recovery & Renewal	

Objective *What we would like to achieve?*		Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 4 – Natural Environment	**Secure, clean and biologically diverse natural environment monitored through Scottish performance indicators*** ***Scotland's biodiversity strategy indicators:** **1) state indicators measure changes in biodiversity for species, habitats and ecosystems selected as typical of Scotland;** **2) engagement indicators monitor how Scotland's people**	Support supplementary guidance to enhance the adopted Local Development Plan for North Ayrshire	March 2022	Economic Development and Regeneration	
		Undertake a Local Nature Conservation Site review to ensure decisions which may have an impact on local habitats are based on an up-to-date understanding of the value of such sites to North Ayrshire's biodiversity	March 2022	Physical Environment	
		Deliver biodiversity awareness to schools and young people	March 2023	Physical Environment	
		Implement the Local Biodiversity Action Plan	Ongoing	Physical Environment	

interact with biodiversity through awareness, engagement or activity	Continue to support the increase in local food production (including community and school gardens and allotments; local businesses and plural forms of ownership including social enterprises, cooperatives, community enterprises)	Ongoing	Connected Communities	
	Continue to support food provenance and maximise the use of locally grown food through the actions within the North Ayrshire Food Growing Strategy	Ongoing	Connected Communities	

Objective *What we would like to achieve?*	Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 5 - Sustainable Operations / **Reduced Council estate and area wide emissions (by percentage)**	Design and install our first solar photovoltaic farm in North Ayrshire	March 2022	Physical Environment	
	Establish a North Ayrshire Council Climate Change Steering Group	March 2022	Physical Environment	
	Produce a carbon budget for North Ayrshire and use the SCATTER tool to plan carbon reduction works and scenarios	March 2022	Physical Environment	
	Develop an Energy Systems model for North Ayrshire	March 2022	Physical Environment	
	Review the Corporate Performance Framework data set to reflect the journey to net-zero carbon	March 2022	Physical Environment	

Utilise academic partnerships to identify, explore and enhance large scale low carbon projects, for example the North Shore, I3 and new housing development	March 2023	Physical Environment	
Develop and implement an operational plan to: • improve energy efficiency of non-domestic buildings within the Council's estate • ensure best practice buildings and systems so that the energy efficiency performance gap is eliminated	March 2023	Physical Environment	
Investigate potential use of battery storage for non-domestic buildings	March 2023	Physical Environment	
Deliver a consistent and effective Low Carbon Behaviour campaign	March 2023	Physical Environment	
Investigate feasibility for islands becoming net zero carbon communities	March 2023	Physical Environment	
Implement the Zero Waste Strategy	Ongoing	Commercial Services	

Objective *What we would like to achieve?*		Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 6 – Carbon Absorption	**Increased number of trees planted in North Ayrshire**	Develop a strategic options appraisal for delivery of a tree planting initiative	March 2022	Commercial Services	
		Implement a tree planting initiative	March 2023	Commercial Services	
	Reduced area wide carbon emissions (by percentage)	Identify opportunities to support carbon capture and storage technology	Ongoing	Physical Environment	
		Maintain up to date knowledge and awareness of carbon capture opportunities and technologies for application in North Ayrshire	Ongoing	Physical Environment	

Objective *What we would like to achieve?*		Action *How we will achieve this objective?*	Timescale *When the action should be completed by?*	Lead *Who is the Project Owner?*	Progress Update *Status for an activity or other element of the action/project*
Workstream 7 – Climate Change Adaptation	**Completed Adaptation Scotland's Framework for a Climate Ready Public Sector**	Implement Adaptation Scotland's Framework for a Climate Ready Public Sector with specific focus given to the following: a) Understand what the future climate means for North Ayrshire b) Identify what can be done to build resilience to cope with this change c) Increase the resilience of our buildings, services and infrastructure d) Understand the vulnerabilities of our community and our businesses in relation to climate change and helping our community and business to build climate resilience	March 2023	Physical Environment	
	Enhanced flood and coastal resilience monitored through the Local Flood Risk Management Plan Indicators	Develop and deliver required flood protection scheme for the Upper Garnock Valley	March 2023	Commercial Services	
		Develop and deliver required flood protection schemes for Millport	March 2023	Commercial Services	
		Complete studies of areas identified as potentially vulnerable to flooding in line with the approved Flood Risk Management Strategy and Action Plan	Ongoing	Commercial Services	
		Strengthen scientific evidence and awareness building of current and future coastal change along Ayrshire's coast through the actions within the Ayrshire Shoreline Management Plan	Ongoing	Commercial Services	

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**North Ayrshire Council Electric Vehicle (EV) Strategy (2021-2025)**
Purpose:	To seek Cabinet approval of the Council's first Electric Vehicle Strategy (2021-2025) and the introduction of a tariff for the public use of Electric Vehicle charging points
Recommendation:	That Cabinet: a. Approves the draft Electric Vehicle Strategy at Appendix A for implementation and publication b. Approves the introduction of a tariff and overstay fee for Council owned publicly available charge points, as detailed in Appendix B

1. Executive Summary

1.1 The North Ayrshire Environmental Sustainability & Climate Change Strategy 2017-20 (ESCCS) includes an action to work in partnership with government agencies to explore the potential for further electric charging infrastructure throughout North Ayrshire. Encouraging the uptake of EVs will not only help reduce greenhouse gas emissions and tackle climate change, but also help improve local air quality and therefore public health and wellbeing.

1.2 The aim of the first Council's Electric Vehicle (EV) Strategy (2021-2025) is to increase the number of EVs being used throughout North Ayrshire by creating a robust network of EV charge points. The strategy refers to EVs in a collective sense, including full battery electric, plug in hybrid and Ultra Low Emission Vehicles. Plug-in-vehicles (PiVs) is an umbrella term for any vehicle with a plug socket, including EVs and plug in hybrid vehicles.

1.3 The EV Strategy sets out actions to achieve this target, grouped under the following five main priority areas:

1. Development of a network of strategically located EV charge points
2. Taking a co-ordinated approach across the Council services
3. Deployment of EV within the Council's fleet and pool car scheme
4. Raising awareness of the benefits of EVs to individuals and businesses
5. Active Travel - encouraging wider E-bike and E-cargo bike opportunities

1.4 Cabinet is asked to approve the EV Strategy at Appendix A for publication, authorising officers to deliver the action plan and to endorse the recommendation to apply a tariff

for the use of the electric vehicle charge points. A detailed description of Electric Vehicle charge point tariff proposals are made in Appendix B.

2.   Background

2.1   In November 2020, the UK government announced it will bring forward its ban on the sale of new petrol and diesel cars from 2040 to 2030. On 16th December 2020, the Scottish Government published the report 'Update to the Climate Change Plan 2018-2032', committing to phase out the need for new petrol and diesel cars and vans by 2030 (bringing this ambition forward by 2 years).

2.2   The 2019-2020 Programme for Government states that the Scottish Government will work with public bodies to phase out the need for any new petrol and diesel light commercial vehicles by 2025 and to create the conditions to phase out the need for all new petrol and diesel vehicles in Scotland's public sector fleet by 2030.

2.3   The Scottish Government's commitment is reflected through the development of ChargePlace Scotland, a national network of EV charge points available across Scotland. The network now comprises over 1,500 publicly available charge points across Scotland, making it one of the most comprehensive networks in Europe.

2.4   The Council's Environmental Sustainability & Climate Change Strategy 2017-20 was approved by Cabinet in January 2017. One of the work streams is Transport & Travel and there is a specific action to work in partnership with government agencies to explore the potential for further electric charging infrastructure throughout North Ayrshire. EVs offer a range of benefits including carbon savings, improvement to air quality and fuel cost savings.

2.5   The EV Strategy (2021-2025) refers to EVs in a collective sense, including full battery electric, plug in hybrid and Ultra Low Emission Vehicles. Plug in Vehicles (PiVs) is an umbrella term for any vehicle with a plug socket, including EV's and plug in hybrid vehicles. The popularity of EVs is growing at a considerable pace and based on statistics from the Department of Transport, North Ayrshire has seen a steady increase from 7 PiVs in 2013 to 217 PiVs licensed in 2020.

2.6   In addition to the cost of EVs and the limited journey range, there are many local factors which affect PiV ownership including income levels, local incentives and domestic properties without a driveway, leaving residents unable to charge at home. Based on a local authority analysis carried out by Transport Scotland, there is a positive correlation between the proportion of EVs and the number of publicly accessible charge points.

2.7   The EV Strategy presents the Council's first EV Action Plan, designed to promote the uptake and deployment of EVs in North Ayrshire.

2.8   The Council installed its first charge point in 2014 and as of the December 2020 has installed 24 publicly accessible EV charge points. All charge points were fully grant funded through Transport Scotland's ChargePlace Scotland Network programme.

2.9   The EV Strategy sets a target for one publicly accessible charge point for every nine PiV. This target was set to exceed the recommendation from European Commission to have at least one charge point for every ten PiV. The rationale behind this is to future proof our network but also because the number of PiVs registered is still relatively low.

2.10 The sub target for 2% of total number of vehicles registered in North Ayrshire to be PiVs will be more challenging as the council has limited influence over this area. The 2% target was calculated using Energy Saving Trust's forecasting tool and is based on the high growth scenario. The number of PiVs registered has been rising year on year and

it expected that as we expand our network of EV charge points, the widespread adoption of PiVs will follow.

2.11 The lack of workplace charging facilities requires to be addressed, in order for the Council to introduce more EVs in both our fleet and pool car scheme. For workplace charge points, the strategy sets a target to have 80 workplace charge sockets (44 charge points with varying number of outlets) by December 2025. In 2020, the council had installed 9 workplace charge points to support the decarbonisation of our fleet vehicles. A target of 7 workplace charge points per years is, therefore, realistic and achievable.

2.12 Every year, the Council will report on the following performance indicators to measure progress: number of publicly accessible charge points, percentage of PiVs in North Ayrshire and the number of council owned workplace charge sockets/points.

2.13 The Council's progress on the three performance indicators is subject to funding from Scottish Government, Transport Scotland and the Energy Saving Trust. Officers will continue to secure funding opportunities to ensure these targets are met.

2.14 To ensure a comprehensive and well-planned approach to developing the EV charging infrastructure, the following priorities have been identified and actions have been assigned in the EV Action Plan:

1. Development of a network of strategically located EV charge points
2. Taking a co-ordinated approach across the Council services
3. Deployment of EV within the Council's fleet and pool car scheme
4. Raising awareness of the benefits of EVs to individuals and businesses
5. Active Travel – Encouragement of wider E-bike and E-cargo bike opportunities

2.15 The EV Action Plan allows officers to continue to utilise Local Authority Installation Programme grant funding from Transport Scotland to install more publicly accessible EV charge points across North Ayrshire.

2.16 The Switched-on Towns and Cities feasibility report prepared by the Energy Saving Trust provides the business case to install 36 EV charge points in Irvine and it provides an indication on the level of investment required. An application will be submitted for the second round of the Switched-on Towns and Cities Challenge Fund, once open for applications. The findings from the feasibility report will be used to support the application.

2.17 To ensure that the Council's network of EV infrastructure remains robust and reliable, consideration is given to introducing a tariff for the use of existing charge points. The Council has provided free electricity from charge points to EV users since 2014. It is proposed that Cabinet approves the introduction of a tariff and overstay fee for EV charge points across North Ayrshire.

2.18 The electricity cost for these EV charge points has been increasing every year. In 2020, the annual electricity cost was £20,345, which reflects both public (£18,144) and NAC fleet vehicle (£2,201) use. Due to the increasing electricity costs it is no longer sustainable for the Council to provide free electricity for public EV infrastructure.

2.19 To ensure North Ayrshire Council can maintain and grow its EV charging infrastructure, it is vital that there is a move towards a sustainable model which includes the introduction of charging tariffs and overstay fee. 12 out of 32 Scottish councils have already introduced tariffs.

2.20 The tariff and overstay fee proposed for North Ayrshire Council is in line with recommendations from the Electric Vehicle Association (EVA) Scotland and Charge Place Scotland, and is proposed as follows:

- £0.30 per kWh for Rapid charge points (over 43kW)

- £0.19 per kWh for Destination charge points (all slower charge points e.g. 22kW, 7kW and 3kW)

- Overstay flat fee of £10 will automatically apply after 70 minutes for Rapid charge points and 190 minutes for Destination charge points.

2.21 The Council's proposed tariff equates to 8.6p per mile for Rapid charge points and 5.4p per mile for Destination charge points. This compares well to the average cost for conventionally fuelled vehicles which is between 13p to 16p per mile (based on data from Energy Saving Trust).

2.22 Council officers will begin the process of introducing tariffs and overstay fees immediately after Cabinet approval has been sought and secured.

2.23 At present, the Council offers free parking at all Council owned car parks apart from the Shorefront and Bellman's Close car park in Largs. The Council are considering the introduction of parking fees in the future. How this will impact EV charging in car parks where parking fees apply will be investigated and recommendations provided to Cabinet for approval at a future date.

2.24 The Council has a role in leading by example in its vehicle fleet. The Council's pool car scheme was successfully launched in 2015/16 to reduce carbon emissions and expenditure associated with staff travel. Over 1200 members of staff have signed up to the scheme, with access to 27 low emission vehicles across 11 Council office locations.

2.25 Promotion and awareness raising is needed to improve consumers' attitudes towards EVs. One of the proposed actions is to update the Council website to show EV charge point locations within North Ayrshire and signposts to funding and support available.

2.26 The "20-minute neighborhoods" concept enables people to live, learn, and meet their daily needs within a 20-minute walk of their home. This concept will encourage people to walk and cycle more. E-bikes and E-cargo bikes are examples of active travel options which can help the Council reduce on carbon emissions. The Council will explore the opportunity to incorporate EV infrastructure and encourage E-bike roll out in its town centre development and regeneration projects such as the Ardrossan Low Carbon Hub.

3.   Proposals

3.1   It is proposed Cabinet:

a. Approves the draft Electric Vehicle strategy at Appendix A for implementation and publication

b. Approves the introduction of a tariff and overstay fee for Council-owned publicly available charge points, as detailed in Appendix B.

4.   Implications/Socio-economic Duty

Financial

4.1   Financial Projections
The introduction of a tariff for the public use of Electric Vehicle charge points will assist in ensuring the growing EV network and infrastructure is financially sustainable.

4.1.1 The financials projections based on the tariffs presented in the Appendix B are as follows:

Table: Projected income based on charge sessions in 2020

Electricity usage for public EV charging in 2020	**114,105kWh**
Income from charges to EV users based on tariffs proposal	**£30,837**
ChargePlace Scotland (CPS) Fees	
Transaction Fee (£0.36 per charge session)	£3,161
Banking Fee (2.59%)	£910
Merchant Fee (1.50%)	£463
CPS Total Fee	**4,534**
Revenue received by the Council from ChargePlace Scotland after deducting CPS Total Fee	**£26,304**

4.1.2 The above assumes that the tariff is only applied to public users and North Ayrshire Council fleet is excluded.

4.1.3 Based on charge session data in 2020, the tariff proposed would provide a revenue of £26,304. Revenue associated with overstay fees is not included in the calculations as it is assumed that all users will comply with the time limit set.

4.1.4 The projected income will contribute to the maintenance costs of the EV charge points which will be required from December 2022. The estimated cost of maintenance for 24 EV charge points is approximately £24,000 per year (not including repairs due to vandalism or misuse).

4.1.5 However, it is important to note that the projected income is a conservative figure as 5 out of the 24 charge points were only commissioned in November 2020, being operational for only 15% of the year. It is also expected that the EV charge point usage in the future years will continue to rise as EVs become more popular and the associated income would rise in line with the trend.

Human Resources

4.2 The Sustainability Team will lead on implementation of the EV Strategy, management of tariffs and arranged maintenance of EV charge points. These duties will be met within the existing staff compliment.

Legal

4.3 Under the Section 35 of the Road Traffic Regulation Act 1984 the Council may make an order about parking spaces, including charges for use. Section 35C of the Act gives the Council the power to vary parking charges by notice. EV tariff charges at North Ayrshire are parking charge changes, and so can be achieved on notice of intention. Officers within Legal Services were consulted in preparation of this report and confirmed that a charge may be imposed for the use of the charge points, including an overstay penalty charge.

Equality/Socio-economic

4.4   The strategy supports the uptake of electric vehicles and helps to have a greater diversity of transportation choices available across North Ayrshire. Socio – economic benefits include better health through improved air quality and reduced ecological damage. The EV infrastructure supports local communities in the transition towards low carbon transport by providing access to electric vehicle charge points throughout North Ayrshire.

Environmental and Sustainability

4.5   Delivery of the EV Strategy will contribute towards:

- achieving the North Ayrshire Council Climate Emergency declaration commitment to achieving net zero by 2030, by encouraging uptake of electrical vehicles and thereby reducing carbon emissions associated with petrol and diesel vehicles. It is estimated that approximately 1.9 tonnes of carbon dioxide is saved when opting for an electric car rather than a petrol or diesel car (based on an average 10,000miles per year).

- improving air quality in North Ayrshire, specifically in urban areas

In addition, the Council's second Sustainability Strategy sets an ambitious target to reduce carbon emissions in North Ayrshire by 40% by 2030 (based on a 2005 baseline year). Within the strategy, one of the work streams is Transport & Travel with an action to explore the potential for further EV charging infrastructure throughout North Ayrshire. The third ESCCS covering the period 2021-2023 will identify actions for North Ayrshire to achieve net-zero carbon status by 2030.

Key Priorities

4.6   This EV Strategy has been written to support the Council priorities 'Aspiring Communities' and 'Inspiring Place' through:

- Active and strong communities;
- Inclusive, growing and enterprising local economy;
- Vibrant and welcoming places;
- A sustainable environment; and
- An efficient Council that maximises resources and provides value for money.

Community Wealth Building

4.7   The EV Strategy supports the Community Wealth Building in North Ayrshire by driving local more inclusive and resilient economy. In particular it supports the following pillars of community wealth building:

- Procurement: encourages and supports a growing, diverse and resilient local business base through increased opportunities and demand for EV components and materials, EV infrastructure and EV maintenance;
- Land and Assets: explores productive use of public owned land and assets for the common good and our net zero journey;
- Financial Power: commits capital investment within the local area to support actions to reduce carbon emissions across North Ayrshire and to help achieve carbon neutrality by 2030;

- Plural Ownership: supports the Council's ambitions around municipalisation to safeguard and enhance public services for residents through innovative approaches; and allows the Council to show green economic leadership.

5.   Consultation

5.1   Officers within Economic Development and Regeneration (Active Travel and Transport), Commercial Services (Corporate Transport) and Democratic Services (Legal) were consulted in the preparation of this report.

RUSSELL McCUTCHEON
Executive Director (Place)

For further information please contact **Agnes Piatek-Bednarek, Senior Manager (Energy and Sustainability,** on **07391 394949**.

Background Papers
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North Ayrshire Council

Electric Vehicle Strategy

2021-2025

North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

Table of Contents

Introduction

North Ayrshire Council is committed to promoting the uptake of electric vehicles and developing a robust charging infrastructure for residents, businesses and visitors. This document presents North Ayrshire Council's first Electric Vehicle Strategy and outlines how the Council will support electric vehicle (referred to as 'EV') adoption. Encouraging the uptake of EVs is fundamental to tackling climate change issues and by reducing traffic pollution, we will also improve the quality of life of people who live, work and visit North Ayrshire.

As a public body that plans for the long term, the Council is uniquely placed to play a significant role in the EV revolution. A Climate Emergency has been declared by the Council in June 2019, with a commitment to become net-zero carbon by 2030. Electric vehicles will not only help reduce greenhouse gas emissions and tackle climate change, but also help improve local air quality and therefore public health and wellbeing.

Our Vision

The aim of the Council's Electric Vehicle strategy is to increase the number of EVs being used throughout North Ayrshire by creating a robust network of EV charge points.

The strategic objectives of the EV Strategy are as follows:

- To create a deliverable action plan to facilitate an increase the number of EVs being used through North Ayrshire
- To take a proactive approach in creating a strong network of publicly accessible EV charge points which will meet the demand in the future
- To address air quality issues that have, or will arise due to transport-related issues
- To inform and complement the Council's wider policies on environmental sustainability and transport
- To raise awareness of the benefits of EVs and the charging infrastructure that is available
- To contribute to the Council's commitment to become net-zero carbon by 2030

Within a study undertaken by the European Federation for Transport & Environment, the European Commission recommended that for electric vehicles to become commercially viable, there must be at least one charge point for every ten Plug-in-Vehicles (PiVs) on the road. PiVs is a blanket term for any vehicle with a plug socket, including EVs and plug in hybrid vehicles.

North Ayrshire Council's baseline as of December 2020 is one charge point for every five PiVs registered in North Ayrshire. The Council has exceeded the target set by the European Commission, however, this is due to the low numbers of EVs registered rather than the size of the charging network.

By December 2025, the Council's aspirational target is to have:

> One publicly accessible charge point for every nine PiVs*

> 2% of total number of vehicles registered in North Ayrshire to be PiVs

> 80 workplace charge sockets (44 workplace chargers with varying number of outlets)

*This target includes both Council owned and privately-owned charge points and is subject to funding.

The Council's target to have one publicly accessible for every nine PiVs exceeds the recommendation from European Commission to have at least one charge point for every ten PiV. The Council has committed to exceed the norm because the number of PiVs registered is still relatively low. A large network of EV charge points will future proof our infrastructure and allow us to meet the increasing number of PiVs which is expected since the sale of new petrol and diesel cars will be banned by the UK government in 2030.

The sub-target for 2% of total number of vehicles registered in North Ayrshire to be PiVs will be more challenging as there are factors which affect PiV ownership which are out with the Council's control, such as income and price of EVs. The 2% target was calculated using the Energy Saving Trust's forecasting tool. This tool uses historical data including PiV uptake in the previous years to forecast the number of PiVs in the future, based on low, medium and high growth. The 2% target is based on a high growth scenario which the Council aims to achieve through our EV Strategy.

In 2020, the Council installed 9 workplace charge points (13 sockets) and our target for the next 5 years is to install 7 charge points per year. Future workplace charge points installation are expected to be in more complex sites, incurring additional costs, however officers will continue to seek external funding opportunities to achieve this target.

Electric Vehicle Strategy

This is North Ayrshire Council's first Electric Vehicle strategy, developed to support the uptake of EVs for residents and business in North Ayrshire, improve the charge point network, and decarbonise the transport sector. EVs offer an extensive range of benefits to private owners and organisations, for example, reduced carbon emissions, improved air quality, and financial savings on fuel, vehicle tax and maintenance.

What have we achieved so far?

Electric Vehicles in North Ayrshire.

The popularity of EVs is growing at a considerable pace and North Ayrshire has seen a steady increase from 7 PiVs in 2013 to 217 PiVs licensed in 2020, based on statistics from the Department of Transport (Figure 1).

Figure 1 – Number of Plug-in-Vehicles (PiVs) licensed in North Ayrshire (2013- 2020)
Source: Department of Transport Stats VEH0131
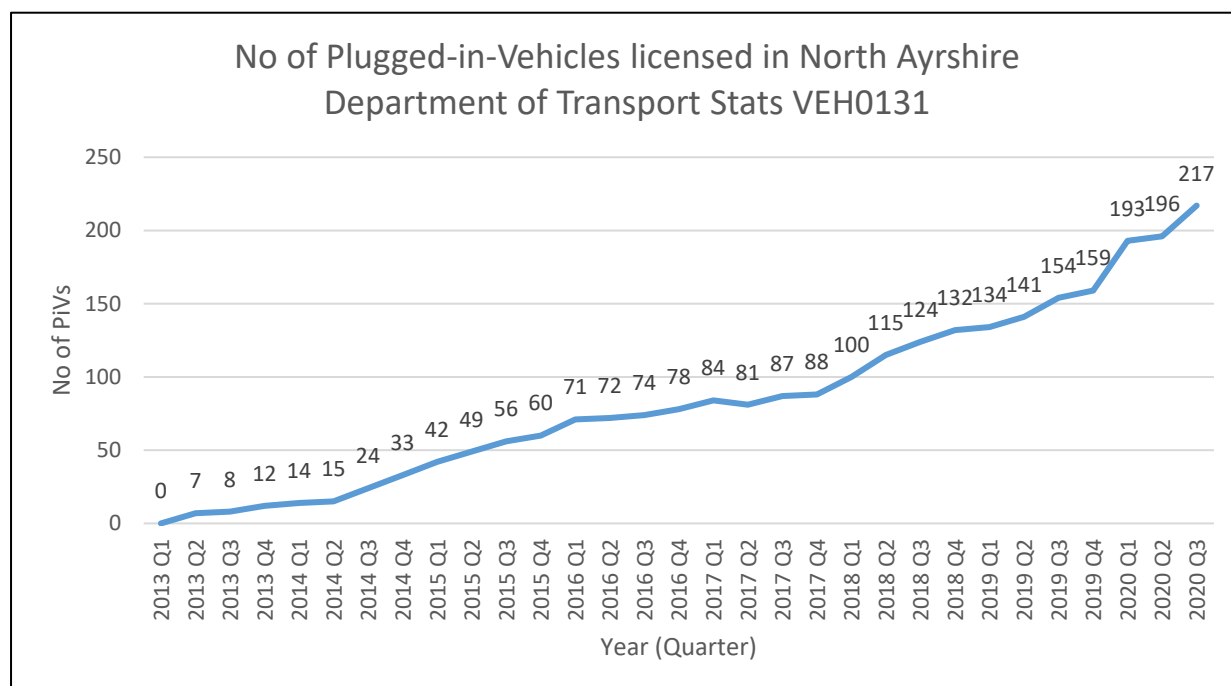
The predominant road vehicles are fuelled by petrol and diesel with 159 PiVs licensed equating to 0.23% of total number of vehicles. (Total count of 70,250 cars, light good vehicles and other vehicles registered in 2019[1]). Statistics from the Department of Transport for total number of registered vehicles are published annually. This report uses the most up to date PiV data available to create a December 2019 baseline.

In addition to the cost of EVs and the limited driving range, there are many local factors which affect PiV ownership including:

- income levels
- local incentives such as free parking for EVs and free electricity from public charge points
- proportion of flats and terraced properties with no access to off-street parking. Without a driveway, residents are unable to install their own charge point, giving them no option to charge at home.

Based on analysis of a local authority study carried out by Transport Scotland in 2018, there is a positive correlation between the proportion of EVs and the number of publicly accessible charge points. This indicates scope for the Council to introduce more EV charge points to facilitate a step change in the uptake of EVs.

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[1] VEH0105 - Data on all licensed and registered vehicles, produced by Department for Transport
https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01

Electric Vehicle Charging Infrastructure

The ChargePlace Scotland Network has been developed by the Scottish Government to support local authorities and other organisations to install publicly available charge points. The national network comprises over 1,500 publicly available charge points, making it one of the most comprehensive networks in Europe. There are three main types of EV charge points – Rapid, Fast, and Slow. Indicative times for charging an electric vehicle are detailed in Figure 2 below.

**Figure 2 – Indicative charge times per charger type.**

Charger Type	Rapid (43 - 50kW)	Fast (7-22kW)	Slow (3kW)
Time*	30 - 60 mins	3 - 4 hours	6 - 10 hours
Charge Level	0 - 80%	0 - 100%	0 - 100%

*Dependent on the battery size (measured in kWh) and on-board charger built into the EV

As of the 31st December 2020, there are a total of 41 charge points in North Ayrshire, of which 24 (8 Rapid and 16 Fast charge points) are owned by the Council. Figure 3 shows the locations of charge points across North Ayrshire.

Figure 3 – Locations of Charge Points in North Ayrshire as of December 2020
Source – ChargePlace Scotland, ZapMap and Plugshare
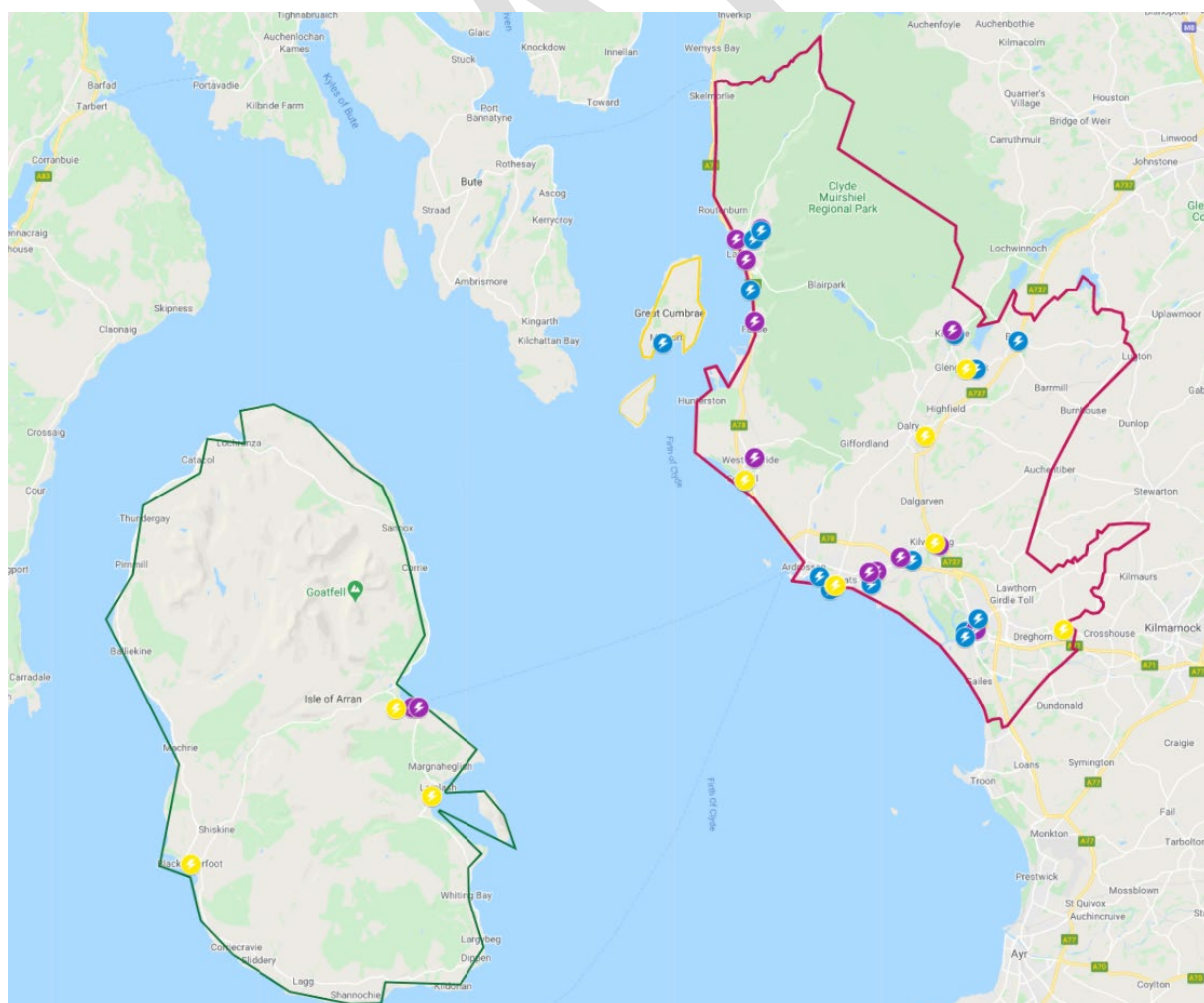
EV ownership in North Ayrshire has increased over the last three years; this is reflected through the increased usage of the publicly accessible EV charge points. Figures 4 and 5 show the electricity usage and number of charge sessions from 2015 to 2020 for all the charge points owned by the Council.

Total annual electricity usage has increased to thirty times more than the usage in 2015. The increasing popularity of existing charging infrastructure is evidenced, and it is the Council's objective to ensure there is adequate infrastructure to meet the demand and encourage increased use of EVs across the area.
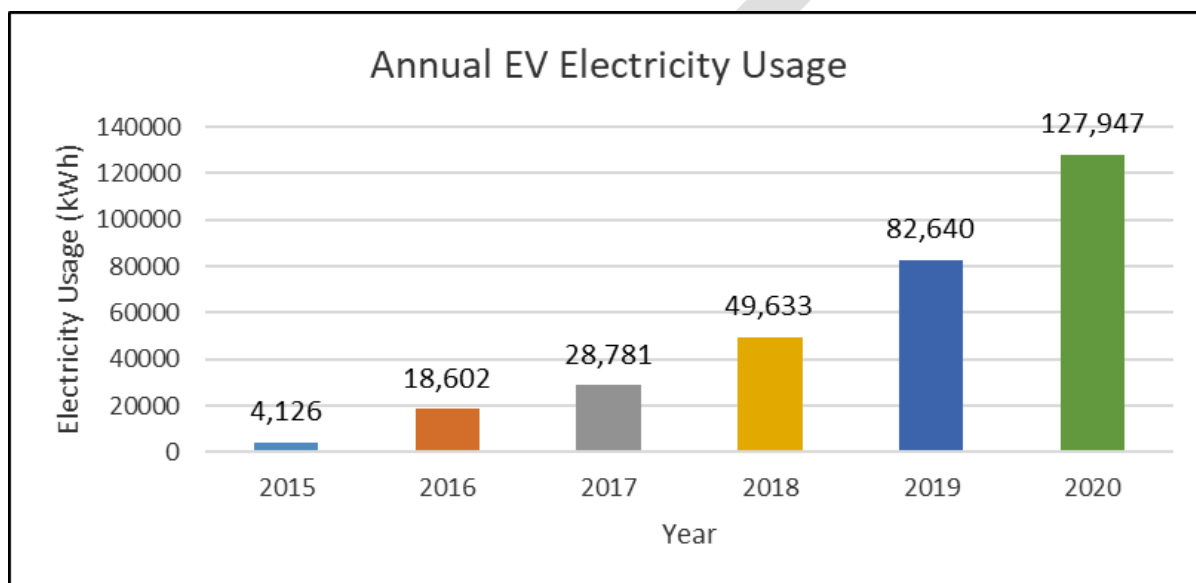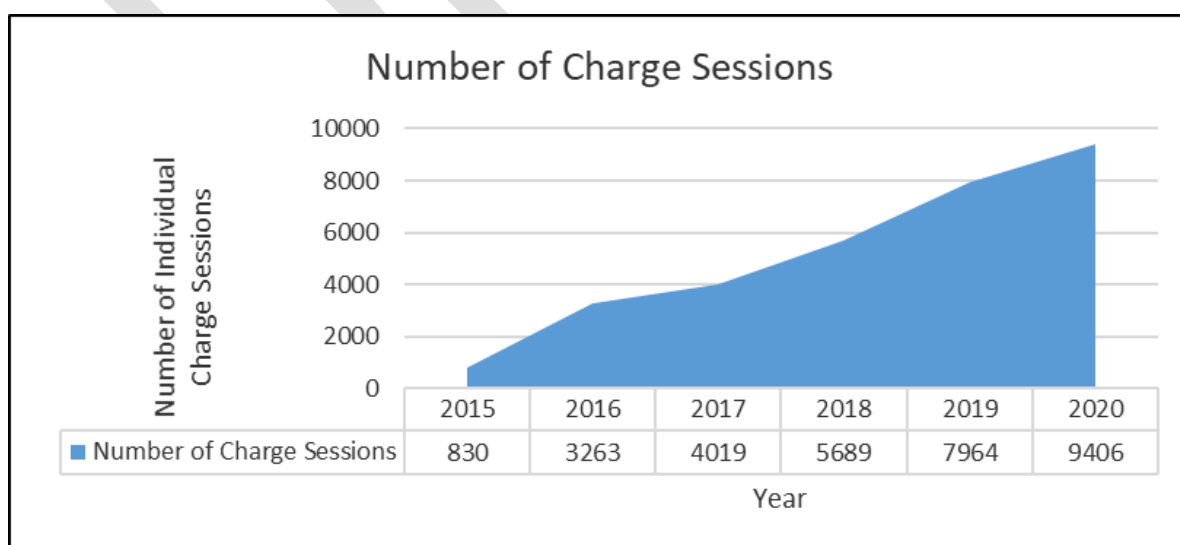
Figure 4 – NAC Annual EV Electricity Usage

Figure 5 – Number of Charge Sessions

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Context

A wide range of policies and plans support the wider adoption of EVs. This strategy acknowledges these and establishes a robust and long-term action plan to encourage a step change in the uptake of EVs within North Ayrshire. The EV Strategy will be used to inform the Local Transport Strategy which is due to be refreshed in 2021.

National Context

In September 2013, Transport Scotland published the Switched On Scotland Roadmap, which set out a long-term vision and strategic approach to advance widespread adoption of EVs. In order to achieve this vision, the Scottish Government launched the 'Switched on Scotland Phase 2: An Action Plan for Growth' in June 2017.

In November 2020, the UK government announced it will bring forward its ban on the sale of new petrol and diesel cars from 2040 to 2030[2]. On 16th December 2020, the Scottish Government released an update to their 2018-2032 Climate Change Plan[3]. Within this update, Scottish Government has committed to phase out the need for new petrol and diesel cars and vans by 2030 (bringing this ambition forward from the 2018 plan by 2 years). The 2019-2020 Programme for Government states that the Scottish Government will work with public bodies to phase out the need for any new petrol and diesel light commercial vehicles by 2025 and to create the conditions to phase out the need for all new petrol and diesel vehicles in Scotland's public sector fleet by 2030.

Local Context

The Council has a number of plans and strategies that support the EV Strategy and these include:

Net Zero Carbon by 2030

The World Meteorological Organisation (WMO) report on The Global Climate in 2015-2019[4] says that the global average temperature has increased by 1.1°C since the pre-industrial period. The Intergovernmental Panel for Climate Change (IPCC) special report[5] in October 2018 also confirmed that the world is already 1°C warmer than pre-industrial levels, and that an increase to 2°C would significantly worsen the risks of drought, floods, extreme heat and poverty for hundreds of millions of people. Globally, research suggests the world has until 2030 to reduce emissions before climate change impacts become irreversible.

Action has been taken on a global scale with countries and local governments declaring climate emergencies. On 11th June 2019 North Ayrshire Council declared a Climate

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[2] https://www.gov.uk/government/news/government-takes-historic-step-towards-net-zero-with-end-of-sale-of-new-petrol-and-diesel-cars-by-2030

[3] Update to the Climate Change Plan 2018 – 2032: Securing a Green Recovery on a Path to Net Zero

[4] World Meteorological Organization - The Global Climate in 2015–2019
https://library.wmo.int/doc_num.php?explnum_id=9936

[5] IPCC Special Report - Global Warming of 1.5 ºC
https://www.ipcc.ch/sr15/

Emergency, committing to achieve net zero carbon emissions by 2030. This target applies to both the Council's estate, and North Ayrshire as a whole. The Council must lead the way in:

- Reducing emissions from buildings (domestic and non-domestic), transport and waste
- Implementing methods to remove carbon dioxide from the atmosphere

In Scotland, transport is responsible for 27% of greenhouse gas emissions, with road transport contributing 73% of these[6]. EVs have substantially lower greenhouse gas emissions than conventional vehicles, even when taking into account the electricity source and the electricity used for battery production. The British Government's key 2018 publication The Road to Zero[7] estimated that in 2018 an EV car in the UK currently has total associated greenhouse gas emissions 66% lower than a petrol car and 60% lower than a diesel car. As the National Grid decarbonises, the carbon intensity of electricity generation will become cleaner at source and the emissions associated with EV use will also fall in parallel. The EV Strategy will encourage the EV adoption across North Ayrshire and in turn this will contribute to reducing emissions and help the Council to achieve net-zero carbon emissions.

Council Plan 2019-2024: A Council that is Fair for All

This sets the strategic direction for the Council, including our mission in "*Working together to improve well-being, prosperity and equity in North Ayrshire".* We aim to achieve through three strategic themes: "Inspiring Place", "Aspiring Communities" and "A Council for the Future".

One of the priority outcomes within the operational plan is – *"North Ayrshire is well-connected with effective infrastructure"* and there is an action to "develop and implement an Electric Vehicle Strategy, and work in partnership with government agencies to deliver further electric charging infrastructure throughout North Ayrshire."

Environmental Sustainability and Climate Change Strategy (ESCCS) 2017-20

The Council's second Sustainability Strategy sets an ambitious target to reduce carbon emissions in North Ayrshire by 40% by 2030 (based on a 2005 baseline year). Within the strategy, one of the work streams is Transport & Travel with an action to explore the potential for further EV charging infrastructure throughout North Ayrshire. The third ESCCS covering the period 2021-2023 will identify actions for North Ayrshire to achieve net-zero carbon status by 2030.

Town Centre Parking Strategy 2014 – 2020

Effective management of parking and the development of alternative travel modes are central aspects within the development of economic and environmentally sustainable town centres. Within the parking strategy there is an action to promote sustainable modes of transport and to expand the EV charge point network.

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[6] Scottish Transport Statistics No. 36: 2017 Edition, Transport Scotland
https://www.transport.gov.scot/media/41863/scottish-transport-statistics-2017-with-correction-to-table-214.pdf

[7] The Road to Zero, Department for Transport, July 2018
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/739460/road-to-zero.pdf

The National Air Quality Strategy outlines a national framework for reducing hazards to health from air pollution in the UK. Local authorities are required to assess local air quality and publish an Air Quality Annual Progress Report. A major source of air pollutant is from diesel and petrol vehicles.

Where we are now?

As of the 31st December 2020, the Council has installed 24 publicly accessible EV charge points since 2014. The capital cost of these EV charge points has been grant funded by Transport Scotland, with the Council providing staff resourcing to carry out the following duties:

- procurement of infrastructure
- project manage the installation process
- liaison with electricity Distribution Network Operator (DNO) for grid connection
- management of the warranty and maintenance agreement with contractors
- fault monitoring and fault resolution
- engagement with other Council Services such as Roads, Lighting, Housing and Estates

Currently all EV charge points installed via the grant come with either a 3 or 5 year warranty and maintenance agreement. Once this has expired, the responsibility for maintenance falls to the Council and this includes:

- annual electrical inspection
- repairs to out of service charge points
- repairs due to vandalism and misuse

In July 2019, North Ayrshire Council successfully secured funding from Transport Scotland to commission the Energy Saving Trust's EV feasibility report for Irvine. The in-depth study provides recommendations on the level of investment required to increase EV charge points for a range of user groups within the Irvine area. The study details the business case which considers potential revenue based on low, medium and high growth scenarios.

Where do we want to be?

By December 2025, the Council's aspirational target is to have:

One publicly accessible charge point for every nine PiVs*

2% of total number of vehicles registered in North Ayrshire to be PiVs

80 workplace charge sockets (44 workplace charge points with varying number of outlets)

*This target includes both Council owned and privately-owned charge points and is subject to funding.

How do we measure progress?

To ensure that we meet our aspirational targets by December 2025, the progress should follow the forecast detail in Table 6 below (subject to funding):

Table 6 – Forecast number of publicly accessible EV charge points & PiVs in North Ayrshire

Year	No. of cars, light good vehicles and other vehicles registered	No. of Plug in Vehicles (PiVs) licensed	Percentage of PiVs licensed	No. of publicly accessible charge points required (1 charge point per 9 PiVs)
Forecast Data				
2025	74980	1500	2.00%	167
2024	74013	1007	1.36%	112
2023	73245	732	1.00%	81
2022	72484	536	0.74%	60
2021	71732	387	0.54%	43
2020	70987	277	0.39%	31
Historical Data				
2019	70250	159	0.23%	
2018	69327	132	0.19%	
2017	68853	88	0.13%	
2016	68543	78	0.11%	
2015	67660	60	0.09%	
2014	66496	33	0.05%	

The Council will review our progress annually as the licensed vehicles data is published once per year by the Department for Transport. The target number of charge points and number of PiVs will vary dependent on the total count of cars, light good vehicles and other vehicles registered in North Ayrshire each year.

As we expand the charging network, we hope this will in turn increase EV ownership over the next five years. As a sub-target, the Council will compare the number of PiVs registered with the total number of vehicles registered in North Ayrshire. The December 2019 data set from the Department of Transport (which is the latest available) identifies the proportion of PiVs registered in North Ayrshire was 0.23%, with the average across all 32 Scottish local authorities being 0.54%.

As of December 2020, the Council has installed 9 workplace charge points (13 sockets) to support the decarbonisation of our fleet. The Council will expand the network of workplace charge points and progress should follow the forecast detailed in Table 7 (subject to funding):

Table 7 – Forecast number of workplace EV charge points (sockets):

Year	Total number of sockets	Total number of workplace charge points
2025	80	44
2024	64	36
2023	48	28
2022	32	20
2021	16	12
2020 (actual)	13	9

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Every year, the Council will report on the following performance indicators to measure progress:

- Number of publicly accessible charge points in North Ayrshire with a target to have at least one charge point per nine PiVs in all years.
- Percentage of total number of vehicles registered in North Ayrshire to be PiVs. This trend is likely to differ from the above forecast data – for example uptake may be slow in 2021/2022 but there could exponential growth in 2024/25. The Council's sub target is to have 2% of total number of vehicles registered in North Ayrshire to be PiVs by December 2025.
- Number of council owned workplace charge sockets with a target of 80 workplace charge sockets (44 workplace charge points with varying number of outlets).

How do we get there?

North Ayrshire Council will continue to secure funding opportunities to support the move to electric vehicles. Some examples of the support available from the Scottish Government are as follows:

- Local Authority Installation Programme – up to 100% grant funding available for the installation of publicly accessible EV charging infrastructure.
- Switched on Fleet – Full grant for 3 years' lease of a new Ultra Low Emission Vehicle (ULEV), or the difference in price between ULEV and a petrol & diesel comparison - available for replacement of a conventional vehicle in council owned fleet. Funding is also available for the installation of workplace EV charge points at office or depot premises.
- **Switched on Towns and Cities Challenge Fund** – Competition for up to 100% funding towards capital infrastructure projects, with a funding value of £1.5 to £2.5 million per project. The first round in 18/19 awarded £12.1m to five local authorities[8].
- **Low Carbon Travel and Transport Challenge Fund** - funding under the European Regional Development Fund 2014-2020 Programme to facilitate the delivery of active travel and low carbon transport hubs, as well as paths.

Within this EV Strategy, the Council has set targets for the number of publicly accessible charge points, the number of workplace EV charge points and the percentage of PiVs registered in North Ayrshire. These ambitious targets directly support the Scottish Government's commitment to phase out the need for new petrol and diesel cars and vans by 2030. It is important to note that our targets are subject to funding. The Council requires financial support from Central Government to continue the roll-out of public and workplace EV charging infrastructure across North Ayrshire.

In order to ensure a comprehensive and robust approach to developing the EV infrastructure, the following have been identified as priorities, with an Action Plan developed (Appendix 1) to ensure delivery:

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[8] https://www.transport.gov.scot/our-approach/environment/carbon-reduction-on-roads/switched-on-towns-and-cities-challenge-fund/

- Development of a network of strategically located EV charge points
- Taking a co-ordinated approach across the Council services
- Deployment of EV within the Council's fleet and pool car scheme
- Raising awareness of the benefits of EVs to individuals and businesses
- Active Travel - Encouraging wider E-bike and E-cargo bike opportunities

Priority 1 – Development of a network of strategically located EV charge points

There is a causality dilemma in the EV agenda: which comes first, EVs or the charge point infrastructure? A survey carried out amongst 220 participants through the Switched on Towns and Cities Feasibility study identified the largest barriers to adopting EV's in the area were as follows:

- 43% stated that lack of charging infrastructure was the biggest barrier to EV adoption
- 32% believed that cost was the limiting factor
- 18% believed that there was insufficient vehicle journey range
- 7% felt that the choice of vehicles on the market was not wide enough

The result suggests that an improved local network of charging infrastructure would help improve local confidence in the technology's viability.

To develop a robust network of EV infrastructure, the Council has proposed the following actions:

Priority 1 Development of a network of strategically located EV charge points		
1.1	Every financial year, the Council will apply for Local Authority Installation Programme grant funding from Transport Scotland to install more publicly accessible EV charge points across North Ayrshire.	Every year, the Council will review the number of PiVs licensed and apply for funding to allow North Ayrshire to have one charge point per nine PiVs. The sub target for 2% of total number of vehicles registered in North Ayrshire to be PiVs by December 2025 will be monitored and reviewed every year. The expectation is that by expanding the network of charging infrastructure, widespread adoption of PiVs will follow. Please refer to Table 6 for annual targets.
1.2	Create an evaluation methodology which will help the Council to identify and map out potential charging infrastructure locations	It is important that the best locations are selected and that we match these to the different types of charge points available (Rapid, Fast and Slow). A process is required for the identification of sites which considers user convenience like proximity to amenities and technical aspects like surface type, distance to grid connection and parking type. We will consider how EV charge points can be located strategically to encourage visitors to our towns and bring support to our local businesses. The Council will also identify opportunities to incorporate EV charging infrastructure alongside

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		regeneration and town centre improvement projects.
1.3	Review the Switched on Town and Cities In-Depth Feasibility Report prepared by the Energy Saving Trust and apply for Switched on Towns and Cities Challenge Fund	This report was commissioned in July 2019 and it provides recommendations on the level of investment required to increase EV charge points for a range of user groups within the Irvine area. The study details the business case which considers potential revenue based on low, medium and high growth scenarios. An application to the challenge fund will be made when round 2 is announced in due course.
1.4	Establish (i) a best practice benchmark for the number of EV charge points for the Council's new build developments and (ii) a process so that EV charge points are included in the project brief for the Council's new build developments	The Council will review and establish a best practice benchmark for the number of EV charge points for the Council's new build developments e.g. schools, offices or housing developments – subject to funding. A process will be established to ensure that charge points are incorporated at new build stage and therefore, avoid retrofit at a later stage.
1.5	Introduce additional guidance for EV infrastructure to accompany the Local Development Plan for planning	The additional guidance will ensure that charge points are considered as material consideration in the planning process. It will highlight how EV charge points in new developments can contribute to the Council's aspirations for decarbonisation, particularly for domestic flat development where residents have no access to off street parking.

Priority 2 - Taking a co-ordinated approach across the Council services

The EV strategy touches all directorates within the Council at both a strategic and operational level.

Priority Action 2 Taking a co-ordinated approach across the Council services		
2.1	Self-funding Charging Infrastructure - A proposal setting out the charging proposals to be presented to Cabinet for formal approval	Since 2014, the Council has provided free electricity from its charge points to EV users. The Council anticipates that once the adoption of EV increases, the cost of the electricity used to charge a vehicle will be passed back to the user. To ensure that the Council's network of EV charge points remains robust and reliable, we will consider introducing a tariff and overstay fee to cover the cost of supplying electricity and cost of maintaining the facilities.

2.2	Review current portfolio of EV charge points and ensure infrastructure is maintained and fit for purpose.	Many EV drivers experience anxiety as a result of petrol & diesel vehicles blocking charge points or users not moving their EVs away even though they are fully charged. To overcome this, EV charging bays must be clearly marked and have the correct signage. Since 2017, all publicly accessible charge points installed have been marked green along with an EV logo. Clear signage is also required prior to the introduction of tariffs and overstay fees. The Council's portfolio of charge points will be reviewed and EV bays to be signed and lined appropriately, subject to funding.
2.3	Review current parking management policies – introduce an EV Charging Bay Traffic Regulation Order (TRO)	An EV charging bay Traffic Regulation Order (TRO) would prevent: • EVs from overstaying at charge points • EVs from parking in charging bays but not charging • Petrol and diesel vehicles from parking in charging bays A TRO will be approved within 6 months of application and will allow us to enforce parking restrictions and help improve the EV user experience. The TRO will be enforced by Police Scotland until Decriminalised Parking Enforcement and parking charges are introduced by the Council.
2.4	Procure for an EV charge point installer for 2022-2025	At present, the Council has a contract with an installer for the installation of EV charge points. Procurement will need to be carried out when contract ends on the 31st of March 2022.
2.5	Clarification of the roles and responsibilities within the Council	The work related to EVs involves a number of service areas that have different roles and input as summarised in Table 8. As the Council progresses further on the EV agenda, the roles and responsibilities will be reviewed and kept updated.

Table 8 – EV Strategy Roles and Responsibilities

Place Directorate	Team	Roles and Responsibilities
Economic Development & Regeneration	Regeneration - Active Travel and Transport	Delivery of publicly accessible charge points using ChargePlace Scotland Network/ Local Authority Installation Programme funding from Transport Scotland. Specific duties include: • Site surveys to identify charge point locations • Liaison with electricity Distribution Network Operators to obtain new electricity connections

		• Fault monitoring & fault resolution • Design, procurement and delivery of publicly accessible charge points Delivery of active travel and transport projects such as Travel Smart, Irvine Active Travel Hub and E-bike Grant Fund
Commercial	Corporate Transport Hub	Delivery of workplace charge points for both fleet and pool car vehicles Deployment of EVs within Council's fleet and pool car scheme to reduce on grey fleet mileage Management of the Switched on Fleet funding from Transport Scotland
Physical Environment	Corporate Sustainability	Lead for EV Strategy Support function for various tasks within the action plan Management of ChargePlace Scotland Network/ Local Authority Installation Programme Funding from Transport Scotland Administrative function of paying the electrical costs of charge points - cost to be allocated to relevant cost centres/departments Manage maintenance contract for publicly accessible charge points Manage the maintenance of the signage and bay markings Manage the revenue income from new tariff introduction
Physical Environment	Property Management & Investment	Delivery of charge points for individual new developments such as new schools, leisure centres and sheltered housing. Manage maintenance contract for workplace charge points on Council sites (subject to budget)

Priority 3 - Deploy EV within the Council's fleet and pool car scheme

The 2019-2020 Programme for Government outlined Scottish Government's commitment to phase out the need for new petrol or diesel cars in the public sector fleet by 2025 and for all other vehicles in the public sector fleet by 2030. The Council's vehicle fleet has long played an important and essential role in daily operational activities such as maintaining the public realm and our parks, undertaking enforcement or collecting waste. It is important the vehicles used by the Council minimise harmful emissions, with an ambition to produce zero emissions.

The Corporate Transport Hub is responsible for the Council's fleet is made up of vehicles that are either leased or owned outright. Fleet turnover for owned vehicles is likely to be slower than those that are leased so as to ensure value for money is achieved over their lifespan. The current fleet includes a range of vehicles intended to serve varying purposes, meaning that some vehicles would be more suited to switching from conventional fuels to electric than others. Given the current average range limitations of EV batteries, Council vehicles which

currently travel less than 100 miles per day would have the best potential to switch to electric. Majority of the Council's fleet is stored overnight on council-owned properties and therefore, to allow us to electrify these vehicles, we must install workplace charge points at our office and depot premises.

Fundamentally, we need to change the way we operate and deliver services, travel and use our fleet, to encourage green and clean technology and innovation, to promote behavioural change and active travel. Improving the energy efficiency of the fleet such as reducing mileage and the size of the fleet and encouraging the use of pool cars is leading to reductions in both emissions and costs. The Council's Car Club scheme was successfully launched in 2015/16 to reduce expenditure and carbon emissions associated with staff travel. Over 1200 members of staff have signed up to the scheme, with 275,868 miles driven in the low emissions pool cars in financial year 2019/20. Approximately 13% of the total mileage was carried out in EVs. The Car Club scheme has 27 low emission vehicles across 11 council office locations. The Council's aim is to expand its pool car fleet to reduce grey fleet business mileage, therefore there is scope to increase workplace charge points to incorporate more EVs. Figure 7 shows a reduction in grey fleet business mileage as a result of the travel hierarchy and success of the Car Club scheme.

Table 9 - Annual Grey Fleet Mileage vs Pool Car Mileage

Period	Total Miles Travelled	Grey Fleet	Pool Car Miles
2014/15	2,569,213	2,569,213	0
2015/16	2,300,079	2,252,760	47,319
2016/17	2,166,818	2,051,109	115,709
2017/18	1,668,310	1,534,822	133,488
2018/19	1,686,338	1,479,543	206,795
2019/20	1,096,778	820,910	275,868

To allow the Council to decarbonise our fleet and introduce more fleet and pool EVs, the following actions are proposed:

Priority Action 3 Deploy EV within the Council's fleet and pool car scheme		
3.1	Every financial year, the Council will apply for Switched on Fleet funding from Energy Saving Trust to install more workplace EV charge points and introduce more EVs to the Council's fleet	In order to phase out the need for new petrol or diesel cars in the public sector fleet by 2025, the Council must ensure that dedicated workplace EV charge points are available to allow for this transition. The Council will carry out a review of the Council's non-domestic buildings and fleet mileage data to identify opportunities to install workplace charge points. Please refer to Table 7 for annual targets.
3.2	Review the Switched on Fleet Report prepared by the Energy Saving Trust and	This report was commissioned in January 2019 and it provides recommendations for ULEV replacements within the Council's fleet – outlining

	implement recommendations (where appropriate)	the business case and potential cost and carbon savings.
3.3	Review the Sustainable Transport Review prepared by the Energy Saving Trust and implement recommendations (where appropriate)	This report was commissioned in July 2019 and it provides recommendations on fleet management.
3.4	Review the Grey Fleet Review prepared by the Energy Saving Trust and implement recommendations (where appropriate)	This report was commissioned in September 2019 and it provides recommendations on how to reduce on grey fleet mileage.

Priority 4 - Raise awareness of the benefits of EVs to individuals and businesses

The desire to purchase an EV stems from positive perceptions and a good experience of the technology. It is also important that we dispel the commonly held misconceptions that many people have about EVs.

To help encourage EV ownership, the Council intends to help improve the overall understanding on how EV ownership works through the following actions:

	Priority Action 4 Raise awareness of the benefits of EVs to individuals and businesses	
4.1	Update the Council website to show EV charge point locations within North Ayrshire and signposts to funding and support available.	Officers will create a dedicated page on the Council website to provide general information about EV charge points and a map to show what infrastructure is available.
4.2	Engage with North Ayrshire residents to identify EV charge point locations.	The Council website will be updated to include a dedicated email address and telephone number to allow residents to submit their EV charge point location suggestions as this will help determine which areas are showing a higher demand for charge points. Demand from residents is only one of the criteria as there are other factors to consider such as: • alignment with local policies • proximity to local facilities e.g. town centre, leisure facilities, markets, tourist attractions • current parking conditions in the area • the availability of an appropriate electric supply

4.3	Engagement with other local organisations to promote the free sustainable transport support available from the Energy Saving Trust.	The Council will look to promote EVs to other organisations such as KA Leisure and local businesses through Team Ayrshire, so that both employees and employers are aware of the free support that is available to help them switch to electric.

Priority 5 – Active Travel: Encourage wider E-bike and E-cargo bike opportunities

For some people the experience of lockdown from COVID-19, showed that their lives could be improved through active travel, exercise, access to local or online services, working from or closer to home, and access to shared green spaces. The 2020-2021 Programme for Government outlined the Scottish Government's support for the concept of "20 minute neighborhoods" – enabling people to live, learn, and meet their daily needs within a 20 minute walk of their home. This concept will encourage people to walk and cycle more, but shared transport is also a key part of active travel and EVs will also help reduce vehicle emissions compared to petrol and diesel alternatives.

A key element of the EV Strategy is to improve staff health and wellbeing by introducing a travel hierarchy to encourage employees to be physically active by replacing car journeys with cycling and walking where appropriate. As part of the sustainable transport journey, E-bikes and E-cargo bikes are examples of active travel options which can help the Council reduce carbon emissions.

Travel Smart is the Council's behaviour change project to promote modal shift to active and sustainable travel. It delivers a range of activities including
- bike maintenance sessions
- walking challenges
- instructor-led cycle events
- the promotion of active and sustainable travel to and from work
- Schools and Workplaces Active Travel Programme

The Travel Smart team have engaged with a number of local employers including NHS Ayrshire and Arran, KA Leisure, EDF Energy, J and D Pierce, GSK and Booth Welsh - supporting 8 local businesses to become Cycle Friendly Employers.

The Irvine Active Travel Hub and Closed Loop Facility was officially opened on the 25th of June 2019 and this project received £476,000 support from European Regional Development Funds under Transport Scotland's Low Carbon Travel and Transport Challenge Fund. The funding has been used to establish a bike library and purchase and support cycle parking; public cycle pumps, public cycle tools and an e- bike charging station.

Furthermore, funding from both Sustrans and the Energy Saving Trust has allowed the Council to purchase nine e-bikes and one tandem. A pool bike scheme which includes E-bikes has been developed to encourage staff to cycle to meetings instead of taking the car. The bikes are available at evenings and weekends to encourage cycling and build confidence.

To encourage wider E-bike and E-cargo bike opportunities, the Council will undertake the following actions:

	Priority 5 Active Travel: Encourage wider E-bike and E-cargo bike opportunities	
5.1	Identify opportunities within the Council and with local businesses to encourage the wider roll out and piloting of E-bikes and E-cargo bikes	A number of Active Travel and Transport projects have been approved by the Council after a series of successful funding bids. These include infrastructure and behaviour change projects which encourage active modes of transport such as walking and cycling.
5.2	Installation of EV charge points at the Ardrossan Low Carbon Hub	In September 2020, the Council was awarded funding from Round 3 Low Carbon Travel and Transport Challenge Fund for the Ardrossan Low Carbon Hub. This will include EV charge points (two rapid and two fast charge points for a total of eight bays) and electric bike charging stations, cycle parking, active travel information and signage, resting points and bike maintenance facilities. In addition to this project, the Council will continue to identify opportunities to incorporate EV charging infrastructure alongside regeneration and active travel hub projects.

Governance and Monitoring of the EV Strategy

The EV Strategy covers 2021 - 2025 and the EV working group will be responsible for the monitoring and reporting on progress of the EV Action Plan. To ensure a consistent and co-ordinated approach across Council services, an internal EV Working Group has been set up. The EV working group is led by the Corporate Sustainability Team, bringing together officers from Regeneration, Active Travel & Transport and the Corporate Transport Hub. Additional members from Roads, Housing, Planning, Licensing, Building Services and Property Management & Investment will be identified. The purpose of the EV working group is to:

- provide a strategic overview to progress the EV agenda
- deliver the EV action plan and report on progress
- ensure continued relevance of the strategy and allow for earlier revision of the strategy if deemed appropriate

The group will provide regular progress updates on the delivery of the action plan through established performance reporting frameworks.

Appendix 1 - Electric Vehicle Action Plan

Action No.	Description	Due Date	Lead Services(s)
Priority 1 - Development of a network of strategically located EV charge points			
1.1	Every financial year, the Council will apply for Local Authority Installation Programme grant funding from Transport Scotland to install more publicly accessible EV charge points across North Ayrshire. Please refer to Table 6 for annual targets.	**Annual Review – December 2025**	Regeneration & Corporate Sustainability
1.2	Create an evaluation methodology which will help the Council to identify and map out potential charging infrastructure locations	**March 2022**	Regeneration & Corporate Sustainability
1.3	Review the Switched on Town and Cities In-Depth Feasibility Report prepared by the Energy Saving Trust and apply for Switched on Towns and Cities Challenge Fund	**March 2023**	Regeneration & Corporate Sustainability
1.4	Establish (i) a best practice benchmark for the number of EV charge points for the Council's new build developments and (ii) a process so that EV charge points are included in the project brief for the Council's new build developments	**March 2024**	Property Management & Investment (PMI) & Corporate Sustainability
1.5	Introduce additional guidance for EV infrastructure to accompany the Local Development Plan for planning	**March 2023**	Planning
Priority 2 - Taking a co-ordinated approach across the Council services			
2.1	Self-funding Charging Infrastructure – Introduction of Tariffs and Overstay Fees for Electric Vehicle Charging Infrastructure	**Process will begin immediately after Cabinet approval has been sought and secured**	Corporate Sustainability & Roads

2.2	Review current portfolio of EV charge points and ensure infrastructure is maintained and fit for purpose	July 2021	Regeneration & Roads
2.3	Review current parking management policies – introduce an EV Charging Bay Traffic Regulation Order (TRO)	September 2022	Corporate Sustainability & Roads
2.4	Procure for an EV charge point installer for 2022-2025	March 2022	Regeneration & Corporate Sustainability
2.5	Clarification of the roles and responsibilities within the Council	Ongoing	All services
Priority 3 - Deploy EV within the Council's fleet and pool car scheme			
3.1	Every financial year, the Council will apply for Switched on Fleet funding from Energy Saving Trust to install more workplace EV charge points and introduce more EVs to the Council's fleet. Please refer to Table 7 for annual targets.	Annual Review – December 2025	Corporate Transport Hub & Corporate Sustainability & PMI
3.2	Review the Switched on Fleet Report prepared by the Energy Saving Trust and implement recommendations (where appropriate)	March 2022	Corporate Transport Hub & Corporate Sustainability
3.3	Review the Sustainable Transport Review prepared by the Energy Saving Trust and implement recommendations (where appropriate)	March 2022	Corporate Transport Hub & Corporate Sustainability
3.4	Review the Grey Fleet Review prepared by the Energy Saving Trust and implement recommendations (where appropriate)	March 2022	Corporate Transport Hub & Corporate Sustainability
Priority 4 - Raise awareness of the benefits of EVs to individuals and businesses			
4.1	Update the Council website to show EV charge point locations within North Ayrshire and signposts to funding and support available	March 2022	Corporate Sustainability
4.2	The Council website will be updated to include a dedicated email address and telephone number to allow residents to submit their EV charge point location suggestions	March 2022	Corporate Sustainability
4.3	Engagement with other local organisations to promote the free sustainable transport support available from the Energy Saving Trust	Ongoing	Corporate Sustainability & Regeneration & Economic Development

Priority 5 – Active Travel - Encourage wider E-bike and E-cargo bike opportunities			
5.1	Identify opportunities within the Council and with local businesses to encourage the wider roll out and piloting of E-bikes and E-cargo bikes	**Ongoing**	Regeneration
5.2	Installation of EV charge points at the Ardrossan Low Carbon Hub	**December 2022**	Regeneration & Corporate Sustainability

North Ayrshire Council

Appendix B

Introduction of
Tariffs and Overstay Fees for
Electric Vehicle Charging Infrastructure

Introduction

Since the first charge point was installed in 2014, the Council has provided free electricity from its charge points to EV users. This report proposes the introduction of a tariff payable by EV users, for charging through Council owned, publicly available charge points. The introduction of EV charge point tariffs will help alleviate Council budget pressures and maximise utilisation, availability and maintenance of charge points.

As of December 2020, North Ayrshire Council's portfolio of Electric Vehicle (EV) charge points has extended to 24 units, available for public use throughout the local authority area. The portfolio consists of the following:

- 8 x 50kW charge points (Rapid)
- 13 x 22kW charge points (Destination* - Fast)
- 3 x 7kW charge points (Destination - Standard).

*Destination charge points are slower than Rapid charge points and are usually located where the driver can spend two or more hours undertaking another activity, for example shopping, staying at a hotel or going to work.

EV ownership in North Ayrshire has increased over the last five years and this is reflected through the increased usage of the publicly accessible EV charge points. Figures 1 and 2 show the electricity usage and number of charge sessions from 2015 to 2020 for all the charge points owned by the Council**.**
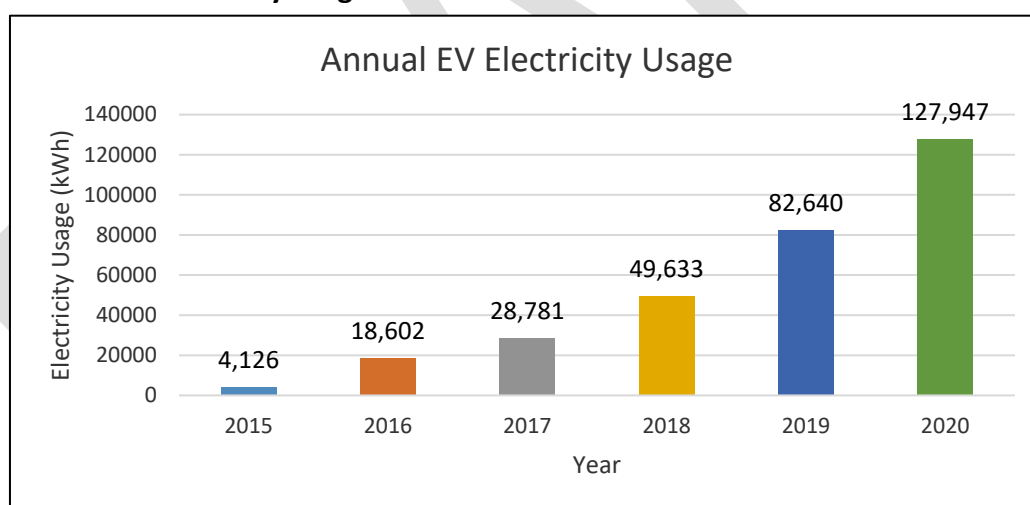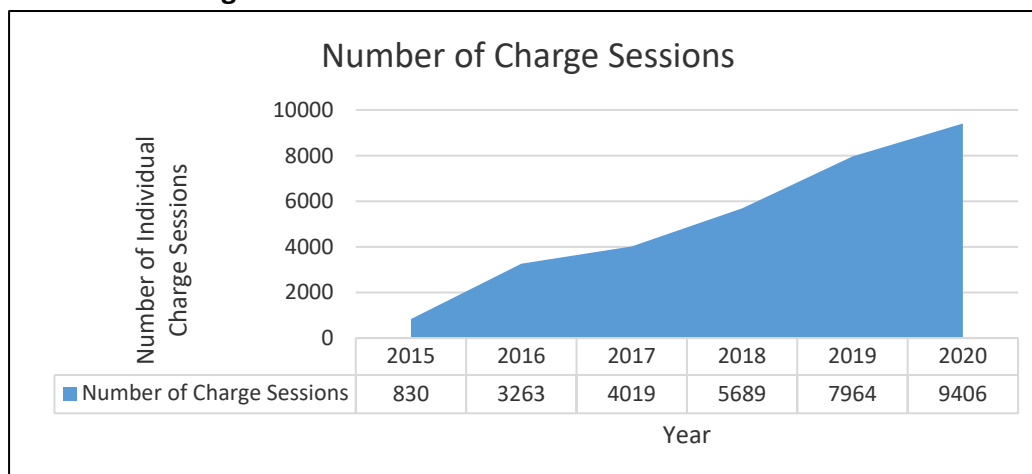
Figure 1 - Annual EV electricity usage

Figure 2 - Number of charge sessions

Number of Charge Sessions

Year	2015	2016	2017	2018	2019	2020
Number of Charge Sessions	830	3263	4019	5689	7964	9406

Electricity Use

The increasing popularity of existing charging infrastructure is evidenced through annual electricity consumption and expenditure data. This shows a 55% increase in consumption when comparing 2020 with 2019 data, and a 47% increase in cost, despite the Covid 19 travel restrictions in 2020. The electricity consumption and expenditure for 2019 and 2020 are shown in Table 1 below:

Table 1: Annual Electricity Consumption and Expenditure for Council owned EV charge points

Year	Number of council owned EV charge points	Annual EV electricity consumption (kWh)	Annual electricity expenditure (ex VAT)	Rate £/kWh
2019	18	82,640	£13,776	£0.167
2020	24	127,947	£20,345	£0.159

Maintenance

The Council's EV charge points have maintenance contracts in place until 31st December 2022 (or until 2024 dependent on when they were installed). The estimated cost to extend the maintenance for 24 EV charge points is estimated at approximately £24,000 per annum – not including repairs due to vandalism or misuse. The Council endeavours to locate charge points in car parks which are well lit for personal safety and protection against vandalism. Furthermore, our charge points have anti-tamper features such as mechanical connector locking which prevents the charge cables from being stolen.

To ensure that North Ayrshire Council's network of EV charge points remain robust and reliable, it is recommended that the Council should introduce a tariff and overstay fee for EV charge points. The income generated will help cover the cost of supplying electricity and the maintenance of the EV charging facilities.

Parking Fees

At present, the Council offers free parking at all Council owned car parks apart from the

Shorefront and Bellman's Close car park in Largs. The Council are considering the introduction of parking fees in the future. How this will impact EV charging in car parks where parking fees apply will be investigated and recommendations provided to Cabinet for approval at a future date.

Recommendations from Electric Vehicle Association Scotland

The Electric Vehicle Association (EVA) Scotland issued the Tariff Guidance document 'Billing for Public and Private EV Charging.' Their goal is to ensure that the host i.e. owners of the EV charge points, can provide and maintain the service and encourage best practice amongst users of EV infrastructure.

EVA Scotland recommends the following:

- Minimum fee as opposed to connection fees. The disadvantage of connection fees is that it encourages the misuse of chargers as users tend to maximise their stays to minimise the unit cost. Minimum fee should be waived if the session is interrupted other than by the user.
- Tiered tariff - higher pence per kWh for rapid charger to reflect the higher rate of delivery of energy. Cheaper rate for fast chargers (22kW and less) as the tariff should be affordable for users without access to home charging. They recommend that the differential should not exceed 10p/kWh.
- An overstay fee to discourage abuse of charging bays as preferential parking. A time based overstay fee to encourage fair usage of the EV chargers as it provides an incentive for users to move their EVs when they have finished charging. The recommended rate is £1 per minute and a minimum charge of £10.

Recommendations from Charge Place Scotland

Charge Place Scotland (CPS) is owned and developed by Transport Scotland and is responsible for applying the tariff and overstay fee through their back office and require 21 days' notice to apply the tariff.

The CPS recommendation is to charge 50% above the charge per kWh the council is paying for electricity, i.e. if the council is being charged £0.16 per kWh, the EV tariff should be £0.24 per kWh.

Before the tariff goes live, there must be clear signage on or adjacent to the charge point to advise the user that there is a tariff to use the charge point, along with details of the tariff rate. Given that the Council is already meeting the electricity costs, Council fleet vehicles will not be liable for the tariff.

The Council's publicly accessible EV charge points are all part of the Charge Place Scotland (CPS) network. As such the charge points must be fully compatible with and linked to the Scottish Ministers' central CPS Charge Point Management System, throughout their lifetime. For EV drivers to use the Council's EV charge points, they must register for a CPS account, provide bank details and purchase an access card, at a cost of £20 per year. Users can then charge their EV at any charge point displayed on the CPS live map.

When the tariff and overstay fee is applied, the CPS back-office collects the generated revenue from the EV driver via direct debit and forward this to the host (North Ayrshire Council) on a quarterly basis, minus the CPS fees.

The CPS fees are as follows and are applied per charging session:

- Transaction fee: £0.36 (including VAT)
- Banking fee: 2.95% of total cost of charging session (including VAT)
- Merchant fee: 1.50% of total cost of charging session (including VAT)

Overstay

At present, CPS cannot accommodate for a time-based overstay fee e.g. £1 per minute. Therefore, the only option available is to charge a flat fee once it exceeds a certain time limit. CPS are investigating the possibility of building in functionality to allow hosts to charge an overstay fee at minute intervals as recommended by EVA Scotland, but they do not have any timescales for this development.

Tariffs

Scottish local authorities and private business in North Ayrshire

Twelve out of the 32 councils within Scotland have already introduced tariffs for EV charging; a further has received approval by its Cabinet but has yet to initiate the charging scheme. At present, there are only three private businesses within North Ayrshire which have introduced a tariff to their EV charge points.

Analysis of EV charge point tariffs for Scottish Local Authorities and private businesses within North Ayrshire can be seen in Table 2 below. Tariffs differ across local authorities and some have opted to include connection fees, as opposed to a minimum fee.

The analysis is based on an EV drawing 20kWh per charge session and fuel economy of 3.5miles/kWh. This allows for the total cost of charge sessions to be compared between local authorities. The analysis also provides a cost per mile which allows the comparison of running cost between EV and conventional vehicles (between 13p to 16p per mile, based on data from Energy Saving Trust[1]).

Table 2 shows that when using this scenario, the average tariffs are:
- 25p/kWh (7.3p/mile) for Rapid charge points
- 20p/kWh (5.8p/mile) for Destination charge points

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[1]   **https://energysavingtrust.org.uk/advice/electric-vehicles/**

Table 2: Analysis of EV charge point tariffs for Scottish Local Authorities and private businesses within North Ayrshire

Host	Tariff Introduction Date	Rapid Charge Point					Destination Charge Point					Overstay Fee			
		Minimum Fee	Connection Fee	Rate £/kWh	Cost to EV driver for 20kWhs	Cost per Mile (£/mile)	Minimum Fee	Connection Fee	Rate £/kWh	Cost to EV driver for 20kWhs	Cost per Mile (£/mile)	Rapid	Rapid - Time Allowed (Minutes)	Destination (Fast & Standard)	Destination Time Allowed (Minutes)
Moray Council	2014	Flat fee of £3.80 per session			£3.80	£0.054	Flat fee of £3.80 per session			£3.80	£0.054				
Dumfries & Galloway	07/01/2019	£1.50		£0.25	£5.00	£0.071	£1.50		£0.25	£5.00	£0.071				
Orkney Council	06/05/2019	£2.00		£0.25	£5.00	£0.071	£1.00		£0.20	£4.00	£0.057	£5	60	£5	180
Dundee City Council	01/11/2019		£0.38	£0.15	£3.38	£0.048		£0.38	£0.15	£3.38	£0.048				
East Lothian Council	10/02/2020	£1.00		£0.30	£6.00	£0.086	£1.00		£0.16	£3.20	£0.046	£1 per minute (max charge of £30)	45		
Aberdeen City Council	01/06/2020		£0.38	£0.19	£4.18	£0.060		£0.38	£0.19	£4.18	£0.060				
Western Isles	15/06/2020	£1.00		£0.20	£4.00	£0.057	£1.00		£0.20	£4.00	£0.057	£5	90	£5	240
Fife Council	16/11/2020		£1.60	£0.15	£4.60	£0.066		£1.60	£0.15	£4.60	£0.066				
Mid Lothian Council	01/01/2021	£1.00		£0.30	£6.00	£0.086	£1.00		£0.16	£3.20	£0.046	£1 per minute	60		
Aberdeenshire Council	04/01/2021			£0.21	£4.20	£0.060			£0.21	£4.20	£0.060				
Argyll & Bute Council	09/04/2021	£1.80		£0.25	£5.00	£0.071	£1.80		£0.25	£5.00	£0.071	£30	120	£30	240
Falkirk Council	19/04/2021	£1.00		£0.25	£5.00	£0.071	£1.00		£0.25	£5.00	£0.071	£5	60	£5	240

Host	Tariff Introduction Date	Rapid: Minimum Fee	Rapid: Connection Fee	Rapid: Rate £/kWh	Rapid: Cost to EV driver for 20kWhs	Rapid: Cost per Mile (£/mile)	Destination: Minimum Fee	Destination: Connection Fee	Destination: Rate £/kWh	Destination: Cost to EV driver for 20kWhs	Destination: Cost per Mile (£/mile)
Edinburgh City Council	Approved by Cabinet but tariff live date TBC		£2.00 for Park and Ride	£0.20	£6.00	£0.086					
			£1.00	£0.20	£5.00	£0.071		£0.30	£0.20	£4.30	£0.061
Instavolt	Always			£0.35	£7.00	£0.100					
Red Squirrel Pub and Restaurant (Osprey)	Always			£0.36	£7.20	£0.103					
Largs Yacht Haven	Unknown						£1.00		£0.15	£3.00	£0.043

	Rate £/kWh	Cost to EV driver for 20kWhs	Cost per Mile (£/mile)		Rate £/kWh	Cost to EV driver for 20kWhs	Cost per Mile (£/mile)
Average Cost per Mile (Rapid)	£0.25	£5.09	£0.073	Average Cost per Mile (Destination)	£0.20	£4.06	£0.058

Host	Tariff Introduction Date	Rapid Charge Point					Destination Charge Point					Overstay Fee			
		Minimum Fee	Connection Fee	Rate £/kWh	Cost to EV driver for 20kWhs	Cost per Mile (£/mile)	Minimum Fee	Connection Fee	Rate £/kWh	Cost to EV driver for 20kWhs	Cost per Mile (£/mile)	Rapid	Rapid - Time Allowed (Minutes)	Destination (Fast & Standard)	Destination Time Allowed (Minutes)
Proposed NAC Tariff	TBC	£1.00		£0.30	£6.00	£0.086	£1.00		£0.19	£3.80	£0.054	£10	70	£10	190

Proposed Charging Tariff for North Ayrshire Council EV Charge Points

Following a review of the EV tariffs applied by other local authorities and private businesses, whilst considering recommendations from EVA Scotland and Charge Place Scotland, the tariffs for North Ayrshire Council owned EV charge points are proposed in Table 3:

Table 3: Proposed Tariffs for North Ayrshire Council

Charge Point Type	Tariff (p/kWh)	Minimum Fee
Destination – all slower charge points (e.g. 22kW, 7kW and 3kW)	£0.19	£1.00
Rapid – over 43kW	£0.30	£1.00

Charge Point Type	Overstay Fee
All charge points	£10 Flat fee
Destination – all slower charge points (e.g. 22kW, 7kW and 3kW)	After 190 mins of charge - 3 hours plus 10 minute grace period
Rapid - over 43kW	After 70 mins of charge - 1 hour plus 10 minute grace period

In addition to the above table, the following is proposed:

- The Overstay Fee applies at all times for Rapid (43kW) charge points
- For Destination charge points, overstay fee is exempt for the following:
  - Between 7pm and 8:30am (to allow for overnight charging)
  - For the charge points at Union Street Car Park, Saltcoats (to encourage Park and Ride at Saltcoats Train Station)
- A minimum fee of £1 per session will be applied, which would be waived if the session is interrupted.
- Council officers will begin the process of introducing tariffs and overstay fees immediately after Cabinet approval has been sought and secured.
- As transactions and energy costs may vary in time, the Council will review the costs annually and amend the charges accordingly.

Rationale for the Tariff Proposal

North Ayrshire Council's proposed tariff for Destination charge points is £0.19/kWh and equates to 5.4p/mile. The proposed tariff for Rapid charge points is £0.30/kWh and equates to 8.6p/mile.

The Council's proposed tariffs are designed to support the increased use of Destination charge points for regular daily charging. The proposed tariff is below average, to incentivise use of the fast and standard charge points.

Rapid charge points are more accessible for those who are driving long distance and require a quick 'top-up.' Rapid charge points attract a higher charging tariff (as recommended by EVA Scotland) due to the complex infrastructure and large volume of electricity required per charge, resulting in capacity pressure on the electricity grid.

The Council's proposed tariff for Rapid charge points is slightly above average but it is the same price as East Lothian, Mid Lothian and Edinburgh City Council (Park and Ride). It is cheaper than the private charge point providers located in Saltcoats and Stevenston, but not so low as to drive out competition from existing and future private charge point network operators.

These proposed tariffs also support EV charging at home. While it is cheaper for an EV user to charge their vehicle at home (equating to between approximately 3p to 5p per mile, depending on the domestic tariff), Destination charge points are more accessible to those without domestic charge point access, for example those living in flats or without in curtilage parking, by giving access to public charge points at a fair and reasonable tariff.

Although only six out of twelve local authorities have introduced an overstay fee, the Council has proposed an overstay flat fee of £10. Overstay fees are endorsed by EVA Scotland to support the availability of EV charge points.

Financial Projection for the Tariff Proposal

The financial projections based on the proposed tariffs are detailed in Table 4 and assume that the tariff is only applied to public users, with North Ayrshire Council fleet & pool vehicle usage excluded.

Based on charge session data in 2020, the tariff proposed would provide a revenue of £26,304. Following deduction of electricity costs of £18,144 (public electricity usage accounts for 89% of the total cost detailed in Table 1) the net income to North Ayrshire Council would be £8,159. Revenue associated with overstay fee is not included in the calculations as it is assumed that all users will comply to the time limit set.

Table 4: Financial projection based on proposed tariffs

Electricity usage for public EV charging in 2020	114,105kWh
Income from charges to EV users based on tariffs proposal	£30,837
ChargePlace Scotland (CPS) Fees	
Transaction Fee (£0.36 per charge session)	£3,161
Banking Fee (2.59%)	£910
Merchant Fee (1.50%)	£463
CPS Total Fee	4,534
Revenue received by the Council from ChargePlace Scotland after deducting CPS Total Fee	£26,304

At present, the installation of publicly accessible EV charge points is funded through Transport Scotland's Local Authority Installation Programme, and any additional charge points will be required to be funded through access to this grant or other suitable capital finance. However, there is no budget available for maintenance of the charge points. Therefore, income generated from the tariffs will be used to fund ongoing maintenance costs, which are estimated to be approximately £24,000 per year. It is anticipated that in future years, EV charge point usage will continue to rise as EVs become more popular and the associated income will rise in line with the trend.

NORTH AYRSHIRE COUNCIL

25 May 2021

Cabinet

Title:	**The Great Harbour, Irvine**
Purpose:	To update Cabinet on the development of proposals for Ayrshire Growth Deal investment in the Great Harbour, Irvine.
Recommendation:	That Cabinet: a) Support the further development of proposals to the Full Business Case or tender stage once formal approval of the Outline Business Case has been confirmed by the Scottish Government, with associated expenditure of up to £635,000; and, b) Support further engagement with the community on a development framework and detailed designs for the Great Harbour.

1. Executive Summary

1.1 The report updates Cabinet on work to develop proposals for Irvine Harbourside through the Maritime Mile project, supported by funding of £14M through the Ayrshire Growth Deal.

1.2 The Maritime Mile proposals involve an investment in placemaking, destination development and tourism through three activity hubs including:
- The development of a maritime hub including the creation of additional event and exhibition space for the Maritime Museum alongside new slip ways and moorings;
- The development of an events/arts/leisure/food/ commercial activity zone within the central Harbourside area; and,
- A major new play/park facility at Irvine Beach Park.

1.3 The proposals support the wider development of Irvine Harbourside, with the wider project to be known as the Great Harbour. The area will be developed as a visitor destination and will enable a step change in the number of visitors attracted to Irvine, supporting additional business investment and employment.

1.4 The Council has developed concept designs for the Maritime Mile to help secure funding through the Ayrshire Growth Deal business case process and in line with the adopted Local Development Plan. An Outline Business Case has been submitted to the Scottish Government with approval expected imminently, allowing the proposals to be developed in more detail to Full Business Case stage.

2. Background

2.1   The Great Harbour is a key tourism led regeneration, placemaking and destination development project. Concept design work has been developed to build on earlier community engagement as well as proof of concept work on the tourism potential of the area by Glasgow Caledonian University.

2.2   The Great Harbour includes the entire Irvine Harbourside and Beach Park area between the railway station and coast and including the southern end of the Ardeer Peninsula. Historically the area saw major investment through Irvine Development Corporation in the Beach Park and Harbourside Housing Conservation Area. More recently, the area has seen successful investment by local businesses, while the Council are currently constructing a social housing development of 71 units.

2.3   Within this, the Maritime Mile area connects Irvine town centre in the east, to the beach in the west. The funding secured for the Maritime Mile through the Ayrshire Growth Deal (AGD) will be focused on three hub areas. The AGD investment seek to enable or lever further private sector investment in the area, including commercial, leisure/tourism and residential development in line with the adopted Local Development Plan. The plan/visuals attached at Appendix 1 illustrate the proposals for the Maritime Mile which are described further below.

AGD Investment - The Maritime Mile

2.4   The development of proposals for the area have been informed by community engagement in recent years which commenced through the development of the Irvine Vision. The Irvine Vision sought to identify community priorities for regeneration and placemaking and included a focus on Irvine Harbourside as one of five key areas. As well as the implementation of town centre investments such as the High Street and The Circuit, this engagement subsequently led to the successful promotion of the Irvine Harbourside area for investment through the Ayrshire Growth Deal.

2.5   The Maritime Mile will see a significant investment in placemaking that is intended to be an enabler for wider investment. It will offer an enhanced visitor experience and draw people into the Harbour Waterfront and Beach Park, attracting additional visitors to North Ayrshire. Key aims for the Maritime Mile include:
   - Improved connections between the town centre and the Beach Park through enhanced public realm and park/greenspace.
   - The creation of hubs for activity that drive, visitors (with a range of interests), investment and employment; and,
   - Support for the Council's Community Wealth Building strategy through the creation of jobs, expansion of local businesses and best use of land and assets.

2.6   The Design Concept for the Maritime Mile includes three activity hubs, described below:

i) Coastal Hub

This aims to create improved facilities for play and outdoor activity through the provision of a new play facility within the Beach Park. The development framework will also make provision for the development of projects in the longer term including:

- the re-use of the Pilot House;
- the re-development of the Beach Pavilion as a commercial café/restaurant;
- new residential development on land allocated within the adopted LDP; and,
- consideration of a future for the Big idea building

ii) Marina/Arts/Events/Food Hub

This will see the creation of enhanced public realm within the Central Harbourside area which contains the Harbour Arts Centre/Watersports Club/Ship Inn and GRO. A new waterfront Plaza will help to support events and better access to marine activities through an upgrading of the existing pontoons and slipways.

The former Harbourmasters Office and land to the rear offers the potential to accommodate new business in food production and sale, and to help create an area that increasingly becomes a destination for its food offer.

iii) Maritime HUB

The Maritime Hub will aim to create expanded facilities for the National Maritime Museum Scotland (NMMS), with a broadening of its offer through new exhibitions, and additional event and exhibition space including space for the NMMS Arts Collection. NMMS are developing proposals for an application to the Heritage Lottery Fund within a view to securing a funding contribution towards the capital investment required. It is envisaged that new facility will be developed adjacent to the existing Puffer Café.

Wider Development Framework

2.7 As noted above, the Maritime Mile proposals will be the first phase of development within the wider Great Harbour area. The proposals will create an enhanced place, increased visitor numbers and hence a context for additional private sector investment. The Great Harbour area will include provision for commercial and residential development opportunities, with the exact scale and location of these to be considered further through public engagement. This will inform the production of a development framework for the area.

2.8 It is recognised that any development framework will require careful consideration of parking and road infrastructure, given the potential development of areas currently occupied by parking. Parking provision of at least an equivalent level will require to be provided. In addition, any new road or parking infrastructure will require to consider:

- Access to areas of demand to ensure that parking is located where it is required;
- The requirement of users or special interest groups;
- The impact of any development on open spaces; and,
- Creating an improved pedestrian and active travel environment.

2.9 Specific consideration will be given to parking, access and sustainable transport through a transport assessment.

Public Engagement and Next Steps

2.10 Approval for an Outline Business Case for the Maritime Mile proposals by the Scottish Government is expected imminently. That will provide their approval for the principle of the proposals and associated expenditure. It will allow the proposals to proceed to detailed design work and the tender returns required for Full Business Case approval/project implementation.

2.11 As part of this process the Maritime Mile concept will be the subject of public engagement, building on earlier engagement in 2017. This will also inform work on a development framework for the Great Harbour area which will be presented to the Council's Planning Committee for approval.

2.12 The long-term nature of the proposals should be recognised, with some of the proposals (e.g. commercial leisure, residential) following initial investment in placemaking, while the proposals for NMMS will require additional feasibility and funding support. It is envisaged that initial priorities for detailed design will include:
- Beach Park Play facility.
- Marine/Arts/Events/Food hub including the development of the former Harbourmasters House and placemaking improvements.
- NMMS feasibility; and,
- Transport assessment, considering the impact of the proposals on parking and access in details.

3. Proposals

3.1 It is recommended that Cabinet:

a) Support the further development of proposals to the Full Business Case or tender stage once formal approval of the Outline Business Case has been confirmed by the Scottish Government, with associated expenditure of up to £635,000; and,

b) Support further engagement with the community on a development framework and detailed designs for the Great Harbour.

4. Implications/Socio-economic Duty

Financial

4.1 The budget for investment in the Maritime Mile project within the Great Harbour is £14.0m (AGD £9m / NAC £5m). A significant level of flexibility or contingency has been allowed for, reflecting the early stage of project development at Outline Business Case stage.

4.2   Expenditure of up to £635,000 is required to develop the proposals to detailed or Full Business Case stage.

Human Resources

4.3   There are no human resource implications arising from the report.

Legal

4.4   Officers continue to work with external partners in the context of agreed Memorandum of Understandings.

4.5   Where the proposals involve the development of land adjacent to Irvine Harbour, the proposals will require to recognise legal conditions relating to the effective operation of the Harbour.

Equality/Socio-economic

4.6   The Maritime Mile will support the regeneration of the Harbourside and Beach Park, supporting local businesses and creating new Community Wealth Building employment and business opportunities. All proposals will ensure compliance with the Equality Act.

Environmental and Sustainability

4.7   Proposals for development will be subject to best practice sustainability practices.

Key Priorities

4.8   The Maritime Mile will support the key ambitions contained within the 'Making Waves' action plan, developed by North Ayrshire Council and the North Ayrshire Tourism Industry. The proposals also support:
-   The Council Plan through "Growing our Economy, increasing employment and regenerating our towns".
-   National tourism priorities identified in the Tourism Scotland 2020 strategy by helping to make Scotland a "first choice destination for a high quality, value for money and memorable customer experience delivered by skilled and passionate people".
-   Community Wealth Building, by ensuring that procurement, contracts, and skills programmes are aligned with the CWB strategy and promoting the best use of our land and assets.

<u>Community Wealth Building</u>

4.9   The Maritime Mile supports community area regeneration priorities identified within the Irvine Vision, supporting increased visitor spend in the local economy, with an improved environment that supports local jobs and businesses.

5.   Consultation

5.1   The Council have been working with a range of potential partners who have an interest in the area, including National Maritime Museum Scotland (NMMS), NPL Estates, and Crown Estates Scotland.

5.2   A full Consultation & Engagement Plan will be developed as part of the next stages of work. This work will build on the initial consultation undertaken as part of the Ayrshire Growth Deal proposals and historical work undertaken in the development of the Irvine Vision.

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Karen Yeomans
Director, Growth, and Investment

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For further information please contact Alasdair Laurenson**,** Senior Manager, Growth and Investment, on 01294 324758.

Appendix 1 – Concept Plans