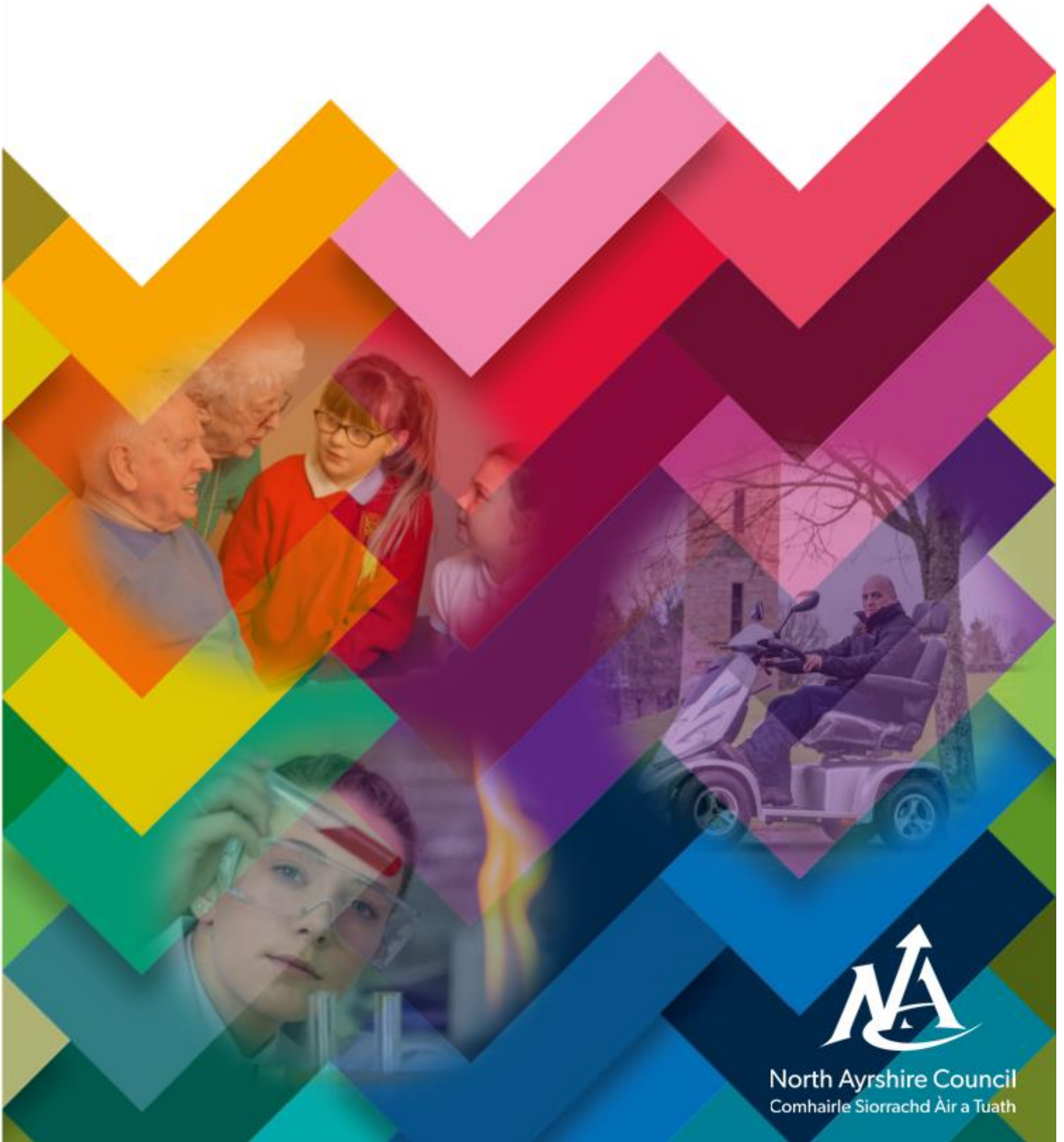


# Equality Outcomes

2021-25



## 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.

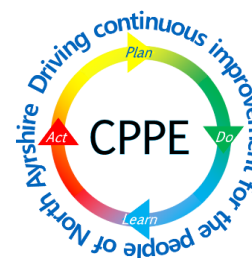
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## Accessibility and Further Information

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:

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## 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.

## 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

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

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

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

<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, people have equal opportunity to access and shape our public services</b>
<b>Links to National Outcomes</b>	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
<b>Equality Outcome 2A</b>	<b>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</b>
<b>Inequality Addressed</b>	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

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



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

<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, people have equal opportunity to access and shape our public services</b>
<b>Links to National Outcomes</b>	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
<b>Equality Outcome 2B</b>	<b>Improve engagement with our services and enhance access to information for marginalised and under-represented groups</b>
<b>Inequality Addressed</b>	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.

	<b>Context</b>	<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Lead Officer and Timescale</b>
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

<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, people have opportunities to fulfil their potential throughout life</b>
<b>National Outcomes</b>	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
<b>Equality Outcome 3 A</b>	<b>Our young people, disabled people and women have access to training and employment</b>
<b>Inequality Addressed</b>	Young people, disabled people and women have barriers to accessing training and employment opportunities

	<b>Context</b>	<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Lead Officer and Timescale</b>
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.	<p>To offer candidates the opportunity of paid work experience in the Horticulture industry whilst working alongside several local organisations creating a Community Garden.</p> <p>To provide additional practical training via the Royal Horticultural Society awards scheme which should result in a solid knowledge and experience base for future permanent employment within the Horticulture industry.</p>	<p>Number of clients wishing to participate in the project.</p> <p>Monitoring of the range of disabilities being supported.</p> <p>Number of clients achieving full time employment at end of project.</p> <p>Monitoring success rate of those participating in RHS training modules.</p> <p>Participant feedback on success of project.</p>	<p>Disability and young people</p> <p>(There are no age, race or sex restrictions in participating and it will likely benefit others within our communities.)</p>	Advance equality and opportunity	<p>Programme Manager, Equal Supported Employment</p> <p>Review April 2022</p>

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

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

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

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



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

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

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

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

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

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

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

<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, people have opportunities to fulfil their potential throughout life</b>
<b>National Outcomes</b>	<p>We realise our full economic potential with more and better employment opportunities for our people</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Our children have the best start in life and are ready to succeed</p> <p>We live longer, healthier lives</p>
<b>Equality Outcome 3 D</b>	<b>Support the integration of our refugee population into life in North Ayrshire.</b>
<b>Inequality Addressed</b>	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 <a href="#">New Scots: refugee integration strategy 2018 to 2022</a> we are working together to support refugees, asylum seekers and our communities to be involved in building stronger, resilient communities which enable everyone to be active citizens.	Development of New Scots forums for men, women and youth community groups	<p>Create refugee-led groups at a local level</p> <p>Enable collective identification of issues and engagement with services.</p> <p>Build knowledge and skills for organisational development such as governance, employing staff, asset transfer and registering as a charity.</p>	<p>Number of new Scots forums for men, women and youth community groups.</p> <p>Participation in New Scots forums for men, women and youth community groups</p>	Religion and belief, Race	Fostering good relations	Engagement and Participation Officer

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

<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, public bodies will be inclusive and diverse employers</b>
<b>National Outcomes</b>	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
<b>Equality Outcome 4A</b>	<b>Our BAME, disabled and LGBT+ employees have safe and supportive work environments to thrive, and we are seen as an employer of choice</b>
<b>Inequality Addressed</b>	BAME, disabled and LGBT+ staff lack access to peer support which can lead to isolation and low morale at work

	<b>Context</b>	<b>Outputs</b>	<b>Actions</b>	<b>Measurement</b>	<b>Protected Characteristics</b>	<b>General Duty</b>	<b>Lead Officer and Timescale</b>
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  Following the successful introduction of an Employee Disability Forum, explore with the workforce the desire to	BAME staff network established  LGBT+ staff network established	Race  Sexual orientation, Gender re-assignment	Eliminate Discrimination  Advance Equality of Opportunity  Foster good relations	March 2022  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



<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, public bodies will be inclusive and diverse employers</b>
<b>National Outcomes</b>	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
<b>Equality Outcome 4B</b>	<b>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.</b>
<b>Inequality Addressed</b>	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.

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

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

<b>Overarching Shared Equality Outcome</b>	<b>In Ayrshire, public bodies will be inclusive and diverse employers</b>
<b>National Outcomes</b>	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
<b>Equality Outcome 4C</b>	<b>Our understanding of race employment issues is improved to ensure we maintain robust employment practices</b>
<b>Inequality Addressed</b>	National research indicates that there is an ethnicity employment gap across employers in Scotland.

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

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