

Equality Outcome 1		In Ayrshire people experience safe and inclusive communities					
Links to National Outcomes		<p><b>We have tackled the significant inequalities in Scottish Society</b>  <b>We have improved the life chances for children, young people and families at risk</b>  <b>We live our lives safe from crime, disorder and danger</b>  <b>We have strong, resilient and supportive communities where people take responsibility of their own actions and how they affect others</b></p>					
Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
1.1	Hate Crime	Increased awareness of hate crime	Raise staff awareness to better identify hate crime	Number of staff trained	Disability, Sex Gender Reassignment, Race Religion and Belief, and Sexual Orientation		
			Work with partners to raise awareness of hate crime	Number of crimes reported and detected			
		Increased use of third party reporting	Increase the awareness of third party reporting	Increased third party reporting using a variety of media tools and promotion materials	Disability, Gender Reassignment, Race Religion and Belief, and Sexual Orientation		
		Implementation of the 'Keep Safe' initiative across partner agencies in Ayrshire	Deliver partner training as appropriate	Number of training courses/briefing sessions delivered  Number of staff trained	Disability		
Conduct a baseline of 'Keep Safe'	Audit of existing 'Keep Safe' places		Disability				

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			places				
			Support the development of the 'Keep Safe' initiative in Ayrshire	Increase in the number of establishments registered for 'Keep Safe'	Disability		
1.2	Prevent	People are aware of prevent	Raise staff awareness to better identify radicalisation	Number of staff trained	All		
		Established reporting protocols in place	Increase awareness of reporting procedures	Published briefings and leaflets in all key areas	All		
1.3	<b>Children's Services</b>	Established Early Intervention and Prevention Approaches for Children and Families	Increased Comprehensive health assessments to children at time of need	Number of comprehensive health assessments completed at time of need.	All		
			Reduction in number of 11-15 year olds being accommodated	Number of 11-15 year old being accommodated	Age		
		Improved Life Chances for children, young people and families at risk	Increased opportunities for looked after children to prepare and access employment	Number of looked after children gaining employment	Age		
1.4	<b>Mental Health Services</b>	Reduce the stigmatisation of people with mental health by their communities	Work with locality planning groups to reduce social stigma of those experiencing mental	Feedback from from people experiencing mental health issues	Age, Disability		

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			health issues				
			Increase understanding of mental illness				
		Improved services to protect people with mental health issues from harm, exploitation and abuse	Implementation of an audit schedule identifying key themes to be subject to audit.	Report on implementation of audit schedule	Age, Disability		
			Targeted Adult, Support and Protection training delivered to staff in mental health services	Number of staff trained	Age, Disability		

<b>Equality Outcome 2</b>		<b>In Ayrshire people have equal opportunities to access and shape our public services</b>					
<b>National Outcomes</b>		<p><b>We have tackled the significant inequalities in Scottish society</b>  <b>We live in well-designed, sustainable places where we are able to access the amenities and services we need</b>  <b>Our public services are high quality, continually improving, efficient and responsive to local people’s needs</b></p>					
<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	Consultation and Engagement	The experiences of marginalised or under-represented groups continue to inform decision-making	Through the partnership undertake a mapping exercise to identify marginalised and under-represented groups in Ayrshire.	A list of marginalised and under-represented groups to be developed and maintained	Disability, Gender Re-assignment, Race and Sexual Orientation		
			Ensure processes are in place which welcome, encourage and support marginalised and under-represented groups to inform decision-making	Evidence inclusion of marginalised and under-represented groups in decision-making	Disability, Gender Re-assignment, Race and Sexual Orientation		
			Explore joint approach for the commissioning of translation, interpretation and communication support (TICS) services	TICS usage reports  Increased customer satisfaction	Disability and Race		

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2.2	Accessible and welcoming buildings and services	Trans people are not discriminated against when accessing our services	Ensure our public buildings and services are accessible and welcoming	Feedback from trans community Increased customer satisfaction	Gender Reassignment		
2.3	<b>Children’s Services</b>	Improved communication, engagement and involvement of children and families	Establish Corporate Parenting Champions Group	Impact on Policy and Practice in Children’s Services	All		
			Increased use of viewpoint.	Number of viewpoint returns	Age		
			Develop tools to increase and support aggregation of children’s views	Developed tools Usage of tools	Age		
		Improved access to services for children, parents and families	Implementation of support plans for all care leavers up to the age of 19 years	Number of support plans produced.	All		
2.4	<b>Learning Disability Services</b>	Increased opportunities to improve quality of life through greater choice and control	Increased uptake of Self Directed Support	Uptake of Self Directed Support Options.	All		
			Provision of advocacy services to promote choice and control	Uptake of advocacy services	All		
2.5	<b>Mental Health Services</b>	Improved service design approach that is based on	Development of mental health commissioning plans	Provision of Mental Health Commissioning Plan	Disability, Age		

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		the needs and demands expressed locally	Development of locality based models to meet needs within communities	Provision of Locality based models to meet identified needs			
		Reduced inequality for people with mental health	Income maximisation	Numbers of people with mental health needs receiving income related support.	Disability		
		Improved choice and control for people with mental health issues	Increase in the use of Technology Enabled Care	Uptake of Technology Enabled Care	Disability		
			Increase in the uptake of SDS options 1 and 2	Numbers of Options 1 and 2	Disability		

Equality Outcome 3		In Ayrshire people have opportunities to fulfil their potential throughout life					
National Outcomes		<p>We realise our full economic potential with more and better employment opportunities for our people</p> <p>We are better educated, more skilled and more successful, renowned for our research and innovation</p> <p>Our young people are successful learners, confident individuals, effective contributors and responsible citizens</p> <p>Our children have the best start in life and are ready to succeed</p> <p>We live longer, healthier lives</p>					
Context		Outputs	Actions	Measurement	Protected Characteristics	General Duty	Lead Officer and Timescale
3.1	Less than 0.5% of all Modern Apprenticeship placements are taken by someone with a declared disability. Around 8% of the target population (16-24) is disabled.	Increase the number of modern apprentices who are BME	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of BME modern apprentices in Ayrshire	Age, Race		
			Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in BME modern apprentices	Age, Race		
		Increase the number of modern apprentices who have a disability	Conduct audit of existing modern apprenticeships by protected characteristics	Baseline of number of disabled modern apprentices in Ayrshire	Age, Disability		
			Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in modern apprentices who have a disability	Age, Disability		

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3.2	Evidence about non traditional roles	Increased no of people in non traditional gender roles including modern apprenticeships	Conduct an audit of existing modern apprenticeships roles by gender	Baseline of number of modern apprenticeship roles by sex in Ayrshire	Age, Sex		
			Work with internal and external stakeholders to promote uptake across protected characteristic groups	Increase in non traditional roles by both sexes	Age, Sex		
3.3	<b>Children’s Services</b>	Improved physical and mental wellbeing for Looked After Children	Comprehensive assessments for all looked after children.	Number of comprehensive assessments completed	All		
		Improved employability support for looked after young people	Develop pre-apprenticeship programmes to support looked after young people into SAC modern apprenticeships	Number of young people on SAC modern apprenticeship’s	All		
3.4	<b>Learning Disability Services</b>	People with a learning disability will be able to live independently in the community and have equal access to all aspects of society	Promote life-learning skills for people, for example use of Technology Enabled Care (TEC) and lifelong learning;	Uptake of Technology Enabled Care	Disability		
			Work with providers as part of care plans to promote daily	Number of Care Plans that have evidence of promoting daily living skills	Disability		

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			living skills				
			Identify the number of people that lifelong learning has been delivered	Number of people who have received Lifelong learning	Disability		
			Improve awareness about the benefits of TEC to support people with learning disability	Uptake of Technology Enabled Care	Disability		
3.5	<b>Mental Health Services</b>	Improved opportunity for people with mental health to fulfil their potential	Service will be based on the principles of recovery.	Evidence of recovery principles being embedded within services	Disability		
			Clinical interventions will be for a time-limited period in a person's life.	Comparison of intervention periods	Disability		

<b>Equality Outcome 4</b>		<b>In Ayrshire public bodies will be inclusive and diverse employers</b>					
<b>National Outcomes</b>		<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>					
<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	Recruitment Practices	Public bodies have a diverse workforce reflective of the local population	Use alternative opportunities for advertising posts	More diverse applications for posts within the public sector	All	GD 1,2,3	Head of HR Operations
			Achieve and maintain Level 2 of the Disability Confident Scheme	Level 2 award achieved and maintained	Disability	GD 1,2,3	Employability Advisor
			Progress work to achieve level 3 of the Disability Confident Scheme	Level 3 award achieved	Disability	GD 1,2,3	Employability Advisor
4.2	Training programmes / awareness sessions on general equality and specific equality themes	A better educated workforce to support equality inclusiveness	Partners working together to develop and provide a range of training and awareness sessions around Equality and Diversity issues.	Training programmes developed  Training programmes delivered  Number of staff trained	All		
4.3	<b>Children’s Services</b>	Improved process for Recruitment and Retention of	Implementation of a recruitment and retention strategy	Reduced Turnover Rates	All		

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		Qualified Social Workers					
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