

EAST AYRSHIRE COUNCIL

CABINET – 15 DECEMBER 2010

RACE EQUALITY SCHEME PROGRESS REPORT – 2009 – 10

Report by the Executive Director of Finance and Corporate Support

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to provide Cabinet with an annual progress report on the Race Equality Scheme 2008-2011.

2. BACKGROUND

- 2.1 Cabinet at its meeting on 19 November 2008 approved the Race Equality Scheme which outlined the Council's framework for meeting its obligations under the Race Relations Act 1976 (Amended) Act 2000.

- 2.2 Under the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000, the Council has a general duty to have due regard to the need to:-

- eliminate unlawful racial discrimination; and
- promote equality of opportunity and good relations between persons of different racial groups.

- 2.3 In addition to this general duty, the Council has placed upon it by Scottish Ministers through the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 certain specific duties which seek to contribute to the attainment of the general duty. These specific duties are:-

- (i) to produce a Race Equality Scheme and to review it at three yearly intervals;
- (ii) to set out within the Race Equality Scheme:-
 - which of the Council's functions and current and proposed policies are relevant to the general duty to promote race equality;
 - the arrangements for monitoring any adverse impact the Council's policies have on promoting race equality;
 - the arrangements for publishing the results of assessments, consultations and monitoring;
 - the arrangements for making sure that people have access to information and services they provide;

- the arrangements for training staff on issues that are relevant to the general duty.
- (iii) to monitor by ethnicity the Council's employment functions relating to the number of staff who:-
- receive training
 - benefit or suffer from performance appraisals
 - are involved in grievances
 - are subject to disciplinary action
 - end their service with the Council (for whatever reason)

3. PROGRESS

3.1 The Council has sought to promote equality of opportunity, eliminate discrimination and harassment and promote good relations amongst communities in East Ayrshire in a number of ways. Below is a summary of a selection of work carried out by the Council which includes:

3.1.1 Promote Equality of Opportunity

- Translation and Interpretation:

From April 2009 to March 2010, there were approximately 37 requests for interpretation and translation services at East Ayrshire Council covering 12 different languages, which consisted of a combination of telephone translation, face to face translation and interpretation.

- Community Engagement:

The Al-Huda Educational and Islamic Society opened the first Mosque in East Ayrshire in December 2009 to offer the Muslim community across Ayrshire to come together and observe religious prayers in line with the Islamic religion.

The Council has supported this group for a number of years in identifying a suitable location for the mosque. However more recently there has been active involvement from Planning and Economic Development Service to ensure that there is an understating of the building regulations and that the line of communication is opened to offer technical support as and when required.

3.1.2 Eliminate Discrimination and Harassment

- Hate Crime

The Multi Agency Discriminatory Incident Monitoring Group continues to monitor all equality characteristics in relation to hate crime.

East Ayrshire Council along with partner agencies such as Strathclyde Police and the Procurator Fiscal's offices have robust systems in place to deal with reports of hate incidents and ensures that there is an immediate partnership approach to all hate crimes.

- Equality Week

In May 2010, the Council held an Equality Week which was designed to raise awareness and involve Council employees, partners and citizens in the promotion of equality and diversity throughout East Ayrshire.

East Ayrshire Council's Equality Week set out to learn more about the community, challenge misconceptions, promote community relations and develop innovative ideas to achieve equality and promote diversity.

The programme encompassed many of the equality characteristics including raising awareness of issues for the Elderly, Black and Ethnic Minority communities, Lesbian, Gay and Bi-sexual and Transgender communities, Disability, Community Safety and Violence Against Women.

3.1.3 Promote Good Relations Amongst Communities

- Gypsy Travellers

In March 2010, a working group was established to produce a draft Policy for Gypsy Travellers in East Ayrshire. The draft policy, which has been informed by the Guidelines for Managing Unauthorised Camping by Gypsy Travellers in Scotland (Scottish Executive: 2004) is currently undergoing an Equality Impact Assessment (EQIA), and as part of the consultation process has been sent to Shelter, the Scottish Gypsy Traveller Association, Friends Families and Travellers, North and South Ayrshire's Traveller Liaison Officer and NHS Ayrshire and Arran for comments.

The short term working group agreed that the successful implementation of the management of services that meet the rights, responsibilities and expectations of the Gypsy Traveller population and the settled community, would be best achieved via a Gypsy Traveller Services Co-ordinator within the Council supported by a network of key contacts across East Ayrshire Council, Strathclyde Police and Health. This approach recognises that currently there is not a year round site within the Council boundaries.

- International Women's Day

In March 2010, the Asian Women's Group with support from the Council organised an event to mark International Women's Day which was held at the Northwest Area Centre, Kilmarnock on Saturday 14 March 2009. The event brought together the four main cultural groups within East Ayrshire, these being Chinese, Asian, Polish and Scottish. The event took the format of information stalls and workshops and was attended by women from all over East Ayrshire representing the diverse communities. Over 60 women

attended this event and feedback through evaluations was extremely positive.

- Show Racism The Red Card (SRTRC)

Show Racism The Red Card (SRTRC) is a national organisation delivering an anti-racist message across the UK via the provision of sport and in particular Football. SRTRC approached East Ayrshire Council with a view to delivering their national primary school based programme within the authority. The organisation has been active in East Ayrshire in recent years via partnership work with Kilmarnock Football Club.

A programme that met the needs of the Council was developed and delivered in the academic year 2006-07. Delivery of a new programme will take place in academic year 2009-10 with all 44 primary schools being offered the opportunity to participate in one 2 hour activity incorporating a one hour of football coaching session and one hour in an interactive workshop.

- Annual Show Racism Roadshow

East Ayrshire Council in partnership with Show Racism the Red Card and Kilmarnock Football Club jointly hold an annual event to promote anti racist education to Primary 7 aged pupils. A hundred pupils from local schools annually attend the event.

- .Ethnic Minority Project (EMI)

A key element of this project is the provision of Bilingual Support Assistants to support ethnic minority children and their families.

The key aims of the project include;

- Support inclusion of ethnic minority and migrant pupils & their families within the education system – school and community learning
- Support parental involvement in their children's education and school activity
- Work with existing and new ethnic minority groups and families to identify need, support activities and build capacity

3.1.4 Monitoring Employment Activities

- Monitoring of Council employees takes place in accordance with the Equality and Human Rights Commission employment monitoring guidelines.

This information is collated annually and is available on the Council's websites. The information allows the Council to monitor the number of employees from black and minority ethnic communities entering employment with the Council and those employees who cease employment. Figures

formed part of the annual reports of employee statistics to the Governance and Scrutiny Committee in August 2010.

3.1.5 Monitoring of Employees

- The Council monitors employees as set out in 2.2 above using the Equality and Human Rights Commission's guidelines on the monitoring of employees. This information is analysed on an annual basis and published on the Council's websites.

This allows the Council to ensure that all employees have equal access to training opportunities and analyse any adverse impact on black and minority ethnic employees in respect of grievances and disciplinary actions. To date there have been no grievances submitted by or disciplinary actions taken against any black and ethnic minority employees of the Council.

4. POLICY AND LEGAL IMPACTIONS

- 4.1 The Race Scheme Progress Report 2009-10 will enable the Council to meet its statutory obligations and its policy objectives in relation to the promotion of equality for all its citizens.

5. COMMUNITY PLAN

- 5.1 The Race Equality Scheme Progress Report 2009-10 contributes to the achievement of all of the Community Plan Themes.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications arising at this time. Any future financial implications arising from action taken under the Race Equality Scheme Progress Report 2009-10 will be met from within existing departmental budgets.

7. RISK MANAGEMENT

- 7.1 The proposals contained within this report will allow the Council to meet its statutory obligations as an employer and provider of services.

8. RECOMMENDATIONS

- 8.1 The Cabinet is recommended to approve the Race Equality Scheme Progress Report 2009-10.

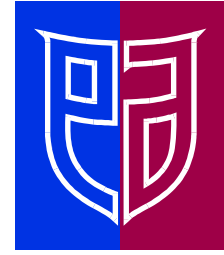
Alex McPhee
Executive Director of Finance and Corporate Support
2 December 2010

BACKGROUND PAPERS

1. Race Relation (Amendment) Act 2000 – Report by the Depute Chief Executive/Executive Director of Corporate Support to Council on 19 November 2008.

Any person wishing further information should contact Martin Rose, Head of Human Resources, Tel: (01563) 576092.

Implementation Officer: Martin Rose, Head of Human Resources.



East Ayrshire
COUNCIL

**The Race Equality Scheme for East
Ayrshire Council 2008-11**

Progress Report 2010

EAST AYRSHIRE COUNCIL

The Race Equality Scheme for East Ayrshire Council 2008-11 Progress Report 2009 - 10

This report provides an update on action within the Council to promote equality of opportunity, eliminate discrimination and harassment and promote good relations amongst communities in East Ayrshire.

The report also gives an update of progress on the key recommendations stated in the Audit Scotland Report 'The impact of the race equality duty on Council services.'

Key Statistics

The table below shows the latest figures for ethnic breakdown for East Ayrshire population.

Ethnicity	East Ayrshire	Scotland
White	99.30	94.99
Mixed Race	0.15	0.25
Pakistani or Scottish Pakistani	0.15	0.63
Black or black Scottish	0.01	0.02
Chinese or Chinese Scottish	0.18	0.32
Indian	0.07	0.30
Other South Asian	0.04	0.12
Caribbean	0.01	0.04
African	0.02	0.10
Other Ethnic Group	0.05	0.19

In total, approximately 0.68% of people residing in East Ayrshire come from black and ethnic minority background. However secondary indicators such as the visibility of black and ethnic minority communities and the increasing number of children on schools rolls indicates a slight increase on the 2001 census.

Translation & Interpretation

From April 2009 to March 2010, there were 37 requests for interpretation and translation services covering 12 different languages, compared to 67 requests covering 13 different languages in 2008-09. The translation and interpretation requests consisted of a combination of telephone translation, face to face translation and interpretation.

The Council has seen a decrease in translation; however translation within schools in for parents accessing education for their children remains the main source of translation and interpretation within the Council.

Equality Impact Assessments:

The Council adopted a new Equality Impact Assessment to ensure that all policies, strategies, plans, new initiatives etc. are assessed to ensure that through systematic assessments builds on what is currently being done is related to equality.

To date, all policies that have been through an EQIA screening or full EQIA have been published on the Council's websites.

The Council has also conducted, as recommended by the Equality and Human Right's publication 'Using the equality duties to make fair financial decisions – A guide for decision-makers' EQIA on all budget saving options.

Eliminating Discrimination and Harassment

The Multi Agency Discriminatory Incident Monitoring Group continues to monitor all equality characteristics in relation to hate crime.

East Ayrshire Council along with partner agencies such as Strathclyde Police and the Procurator Fiscal's offices have robust systems in place to deal with reports of hate incidents and ensures that there is an immediate partnership approach to all hate crimes.

East Ayrshire	Racial Crimes Reported	Racial Crimes Detected
April 2008-9	71	51
April 2009-10	90	61

The numbers of detected incidents are those for which the Police were able to charge individuals and report to the Procurator Fiscals office. Reported racial crimes indicate the numbers of crimes that were actually reported but the Police were unable to find who was responsible for the crime.

As can be noted, this is an increase on last year's figures for both reported and detected crimes, which is attributed to a greater awareness to report racist crimes.

Promoting Good Relations

The Council presently works with a number of black and ethnic minority groups and have developed a number of initiatives to promote good relations between communities in East Ayrshire. Below is a small sample of the work undertaken over the last year.

Gypsy Travellers

The Council recognises that our Gypsy Traveller communities experience wide-ranging inequalities in Scotland and often have trouble accessing basic service; equally the Council acknowledges the need to improve engagement with our settled communities in this regard. To try and provide an effective response, the Council has a range of services in place to support Gypsy Travellers. In particular, the Council's Ethnic Minority Inclusion Project supports Gypsy Traveller children, young people and their families integrate within the education system, school and wider community.

In August 2006, Craigforth Consultancy and Research was commissioned to conduct a wide-ranging accommodation and needs assessment of Gypsy Travellers in West Central Scotland, including East, North and South Ayrshire Council areas.

The identified priorities for East Ayrshire, arising from the Craigforth report, were that the Council either develop a new all year round site or develop new transit provision as part of a joint strategy with North and South Ayrshire Councils.

Following a wide-ranging accommodation and needs assessment of Gypsy Travellers in West Central Scotland which identified priorities across Ayrshire, South Ayrshire Council, working in partnership with East Ayrshire, successfully made a bid in October 2008 to the Scottish Government and was awarded £81,375 to develop a transit site for Gypsy

Travellers. After failing to secure planning permission for their preferred site, South Ayrshire Council successfully applied to secure the grant until 2012.

Recognising that provision in South Ayrshire may not be in place until 2013, the Council, in March 2010, convened a short term officers' working group to address a range of matters, including alternative opportunities to implement the Craigforth recommendations. As a result, options are currently being identified to establish a Gypsy Traveller transit site within East Ayrshire and proposals will be submitted to a meeting of the Council's Cabinet in early 2011, for consideration and determination.

The Working Group also produced a draft protocol to assist joint working which has been informed by national guidance including Managing Unauthorised Camping by Gypsy Travellers in Scotland (Scottish Executive: 2004).

The protocol will undergo an Equality Impact Assessment (EQIA), and be informed by a wide ranging consultation with a range of organisations, including Shelter, the Scottish Gypsy Traveller Association, Friends Families and Travellers, North and South Ayrshire's Traveller Liaison Officers and NHS Ayrshire and Arran.

International Women's Day

In March 2010, International Women's Day was celebrated through a week of activities organised by East Ayrshire Women's Forum and the Asian Women's Group Iqraa. The week consisted of a range of practical taster sessions, awareness raising sessions, information sessions and fitness sessions.

The event was launched on Monday 1 March 2010 with a Question and Answer session in St Joseph's Academy titled 'Women Who Have Broken the Glass Ceiling' with an invited panel of successful women in East Ayrshire.

Over 100 women attended the events organised over the week and the feedback was extremely positive.

Equality Week

In March 2010, the Council held an Equality Week which was designed to raise awareness and involve Council employees, partners and citizens in the promotion of equality and diversity throughout East Ayrshire.

East Ayrshire Council's Equality Week set out to learn more about the community, challenge misconceptions, promote community relations and develop innovative ideas to achieve equality and promote diversity.

The programme encompassed many of the equality characteristics including raising awareness of issues for the Elderly, Black and Ethnic Minority communities, Lesbian, Gay and Bi-sexual and Transgender communities, Disability, Community Safety and Violence Against Women.

A brochure of the programme was produced detailing the programme of events and registration details. Information was distributed through an internal global e-mail, and externally through Community Planning Partners, who were asked to forward on the information to relevant partners. 500 hard copies of the programme and 200 posters were sent through direct mailing to equality network members, schools, local offices, libraries and community education centres.

The evaluations carried out for the individual workshops were all very positive, however comments on the lack of attendees were recorded which could be attributed to not enough time being given to publicising the event.

Show Racism the Red Card

Delivery of Equality Activities via Football

All 44 primary schools in the authority will be offered the opportunity to participate in one 2 hour activity incorporating a one hour of football coaching session and one hour in an interactive workshop.

The programme will target the primary 4 stage in the school. Where schools have more than one primary 4 class, all Primary 4's will be accommodated in the programme.

All schools will be encouraged to become involved in the programme however involvement will not be of a compulsory nature.

Delivery of the programme will take place in academic year 2010-11.

The programme will be delivered by Kilmarnock Football Club Community Football coaches. The coaches involved will firstly undertake a training session with SRTRC officials to enable the delivery of interactive anti-racist workshops.

The East Ayrshire programme will fully incorporate all SRTRC messages and branding. All appropriate resources such as videos, DVD's wristbands and posters will be purchased from the national organisation.

Annual Show Racism Roadshow

East Ayrshire Council in partnership with Show Racism the Red Card and Kilmarnock Football Club jointly hold an annual event in December, to promote anti racist education to Primary 7 aged pupils. A hundred pupils from local schools annually attend the event.

Glow

Resources are available to support educational establishments in delivering anti racist education by accessing support materials via Glow, which is a national intranet to enhance the quality of learning and teaching in the classroom.

Ethnic Minority Project (EMI)

A key element of this project is the provision of Bilingual Support Assistants to support ethnic minority children and their families.

The key aims of the project include to;

- Support the inclusion of ethnic minority and migrant pupils and their families within the education system – school and community learning
- Support parental involvement in their children’s education and school activity
- Work with existing and new ethnic minority groups and families to identify need, support activities and build capacity

The Benefits of Race Equality Programmes

There are many benefits of supporting, developing and promoting Race Equality to our children, young people and communities including;

- Promoting wellbeing and respect by fostering positive attitudes towards other cultures and religions.
- Developing a common vision across children, young people, parents and staff, leading to a culture of ambition and achievement.
- Engaging children and young people in the highest quality learning experiences.
- Enabling children and young people to become successful learners, confident individuals, responsible citizens, and effective contributors.

Kilmarnock Mosque and Educational Centre and Islamic Burial Ground

In December 2009, the Al Huda Educational Society of Kilmarnock opened the first Mosque, which covers the Muslim communities living and working in North, South and East Ayrshire.

The group aim to provide a range of culturally and religious activities for the Muslim communities of East Ayrshire, drawing on Islamic values and heritage, with a view to improving quality of life and enhancing community cohesion.

Al Huda Educational Society aim to offer a range of services that enable young people and women to engage in a positive and safe environment.

The Council's Planning Team have been working closely with the Mosque to ensure that there is an understanding of building regulations and that there is a smooth transition in all works carried out.

Islamic Burial Ground

The Al-Huda Educational Society and the Council's Outdoor Amenities Service have been working closely to secure 100 lairs for Islamic burials in the authority, work is also taking place to ensure that cemetery staff are aware of and respect the Islamic burial customs.

Employment Monitoring

The Council has a legislative duty under the Race Relations (Amendment) Act 2000, to monitor and publish information on workforce data, including performance appraisals.

There are an estimated 0.68% of people from an ethnic minority background in the East Ayrshire Area.

0.4% of the Council's workforce comes from a black and ethnic minority background, which is a slight increase on last year's figure of 0.32% However, this means that the Council workforce is not as reflective of the population within in East Ayrshire.

The Council will continue to promote its interests in recruiting people from black and ethnic minority communities in future recruitment activities.

Workforce Profile

Workforce 2009/10	White	%	Ethnic Minority	%	Unknown
Total	6439	96.2%	27	0.4%	228
Leavers	384	99.74%	1	0.25%	0

The above information is collated annually and is available in more detail on the Council's websites. The information allows the Council to monitor the number of employees from black and minority ethnic communities entering employment with the Council and those employees who cease employment. Figures form part of the annual reports of employee statistics to the Governance and Scrutiny Committee.

Retention:

There have been no grievances submitted by or disciplinary action taken against black and ethnic minority employees of the Council during 2009/10.

Performance Appraisals

The Council does not operate formal Performance Appraisals systems. However, the Council has a clear commitment to the development and performance of its employees through the East Ayrshire General Employee Review (EAGER), which encompasses all employees within the Council excluding teachers.

The primary purpose of EAGER is to provide a process for employees and their managers to work together to review performance with a view to addressing any ongoing support and development needs of employees to enable all East Ayrshire Council employees to work to their full potential in the delivery of services.

The Competency Framework was reviewed in June 2010, taking account of feedback received following implementation of the pilot within Human Resources; experience of use of competencies elsewhere; review of other competency frameworks; consideration of what is likely to lead to success and deliver the desired performance in the workplace and in particular the maturity of the organisation at the present time in relation to performance management.

The competencies have been produced reflecting best practice aligned to the stated objectives, vision and values of the Council and incorporating the core elements we want a competency framework to deliver. The competencies set out the way in which the Council expects employees to deliver services.

The roll-out of the revised EAGER process, with the Competency Framework incorporated, will be supported by a programme of training to ensure all managers undertaking EAGER are fully cognisant of the requirements and benefits of the process. This training will be undertaken in-house by the Learning and Development Officers nominated to support each of the Services. The training will take the form of toolbox talks and last around 2 hours.

Support and guidance on implementing the revised EAGER process will continue to be available to all Services from their nominated Learning and Development Officer as at present, working together with their Employee Relations colleagues.

Employees will be advised of the changes by incorporating information on the Competency Framework in to existing employee seminars and meetings. Managers will also share the changes within their meeting structure.

A similar development and performance programme to EAGER is offered to all teachers through Professional Review and Development (PRD) on an annual basis.

The Impact of the Race Equality Duty on Council Services.

In November 2008, Audit Scotland published their report into the impact of the race equality duty on Councils' services, the report highlighted that although Councils across Scotland had developed policies on race equality the duty had not yet had a significant impact on the delivery of services or on people from minority ethnic communities.

The report made a number of recommendations on how Councils could promote race equality. The following are a list of the recommendations and this Council's progress against each recommendation and updated for 2010- 11:

Recommendation	Progress to Date	Targets for 2009-2010	Update Targets for 2010 - 2011
Identify clear objectives and actions to improve the impact and outcomes of service delivery on minority ethnic communities.	A new action plan template is in development for the Council's new Single Equality Scheme which will identify clear objectives and outcomes to improve the impact of service delivery on minority ethnic communities.	To have in place and endorsed by Cabinet the Council's new Single Equality Scheme and Action Plan by September 2010.	In response to the uncertainty of aspects of the Equality Act 2010, and the new Scottish Government consultation on the Specific Duties the Council has postponed publication of its Single Equality Scheme until June 2011
Adopt a more effective programme of race equality impacts assessments that covers all service areas in a consistent manner, and results are properly implemented.	A new Equality Impact Assessment toolkit was adopted by the Council earlier this year with a full training programme implemented from May 2008.	To have 100% all Equality Impacts Assessments published on the Council's websites.	All EQIAs that have been carried out are published on the Council's websites.
Equip Councillors to undertake their responsibility for race equality by providing them with	A comprehensive training programme was implemented in October 2007. To date Equality training has been	To have 50% of the workforce complete equality training by	As at November 2010, Council has trained 55.3% of the workforce.

regular training on race equality duty and regular progress reports, including information about performance outcomes and the monitoring of impacts by services.	delivered to Councillors, Corporate and Extended Management Team, 4th Tier Managers and a web based Equality training programmes is being rolled out to all employees supported by a course for those employees who do not have computer access.	September 2010.	
Deliver improved learning and development programmes for staff at all levels, to provide them with the information, skills, knowledge and understanding they require, and monitor the impacts of this.	As above.	As above.	As above
Regularly publish information on minority ethnic communities, the inequalities they encounter and their needs – and use this information to improve services.	The Ayrshire Equality Partnership was established in 2003 to ensure that issues across all equality strands could be addressed effectively in a partnership approach. The Partnership is made of representatives from East, North and South Ayrshire Councils, Strathclyde Police Force, Strathclyde Fire & Rescue, Procurator Fiscals Office and NHS Ayrshire & Arran.	To develop an action plan to pro-actively take forward equality issues including race equality for communities residing in the 3 Ayrshire Councils.	The AEP has developed a Newsletter in October 2010 to highlight the work of the AEP and detailing work of the AEP and progress.
Improve consultation and engagement with minority ethnic communities to ensure a deeper understanding of their service needs and priorities.	The development of Community Engagement Structures in December 2007 established an Equality Forum supported by Equality Network to ensure members of East Ayrshire's diverse community are consulted.	To increase the number of black and ethnic minority community members engaged in the Equality Networks by 50%.	At present the Council now support the Polish Parent's Group, the Al Huda Educational Society (Mosque), Kuloc Chinese Association, Two Asian

			Women's Groups, Asian Girls Group, and have local representation on the Ayrshire Multi-Cultural Association
Make use of the guidance and good practice on Best Value to ensure that race equality schemes are integrated effectively in mainstream policy and service delivery processes.	The Council is in the process of developing a document incorporating Best Value 2 Equality Matrix mapped against the Strategic Self Assessment.	To incorporate this information as required into the Council's new Single Equality Scheme.	This will be further developed to enhance the action plans contained within the Council's Single Equality Scheme
<p>Work with partner agencies, including other Councils and through community planning partnerships to:</p> <ul style="list-style-type: none"> • Share information, expertise and resources; • To provide training and guidance for councillors and staff; • Disseminate good practice. 	<p>To work with the Ayrshire Equality Partnership to ensure that relevant material is published on a regular basis.</p> <p>The Council is also a member of the Scottish Council Equality Network which that brings together employees from all 32 Councils to discuss equality matters.</p> <p>The Council embarked on a full equality training programme in October 2007 to ensure that that equality training including race equality is delivered to Elected Members and all Council employees.</p>	<p>The Council will continue to work with the partnership to ensure equality needs and issues are addressed collectively.</p> <p>The Council will continue contributing to the group in order to share information, expertise and where appropriate resources. To further develop equality training and deliver training to 50% of employees.</p>	<p>The Council continues to contribute to the work of the AEP and discuss issues that relate Ayrshire wide to share good practice and join up working as and when required.</p> <p>As above in relation to SCEN.</p> <p>To date the Council has trained 55.3% of the workforce.</p>