Current Workforce
The racial profile of South Ayrshire Council’s current workforce as indicated below is predominately white and Scottish, with 80% of employees falling into this category. 6% of employees are white British and for 9% of employees we either have no information or the employee has elected not to disclose. 1% of our workforce have identified themselves as belonging to other ethnic minorities.

Employment support and advice-

What provisions are in place to help people from ethnic minorities to access employment support and advice?

The ethnic profile of our workforce is reflective of our wider community where, according to the 2011 Scottish census, 89.5% of residents in South Ayrshire were white, Scottish with 0.5% belonging to a variety of other ethnic minorities.

All South Ayrshire Council recruitment is done through myscotland.gov.uk, however a targeted approach to advertising jobs is taken on occasion as a positive action measure e.g. graduate internship programmes for young people. This targeted approach would be taken to help address any identified area of underrepresentation, including ethnic minorities.
What provisions are in place to recognise and address the lower employment rates among some ethnic minority groups compared to others?

Given the demography of South Ayrshire, there has not been the need to date to deliver employability support and advice specifically to address lower employment rates for ethnic minorities. However, South Ayrshire Council supports unemployed people with barriers to employment to access training and learning opportunities to move into sustainable employment. All employability activity is delivered across the 5-stage employability skills pipeline. At stage 1 and 2 of the pipeline service users are supported to address barriers to employment through an individualised action plan. Where individuals are experiencing barriers to employment which are exacerbated by race, ethnicity or language barriers the action plan will reflect this and appropriate measures will be developed. For example, South Ayrshire Council’s Learning Shop in Ayr has delivered ESOL to service users in response to identified needs.

Are there any innovative approaches being taken to address the challenges some people from ethnic minorities may experience in trying to access employment advice and support?

South Ayrshire Council works closely with Skills Development Scotland, Jobcentre Plus and Access to Employment to provide ‘drop-in’ services for unemployed young people and adults within community settings. For individuals who are unable to engage in these services for whatever reason an individualised approach can be taken involving home visits and one to one support.

Recruitment, retention and promotion

What evidence is there that discrimination in recruitment, retention and promotion is an issue in Scottish workplaces?

According to the 2011 Scottish census, 89.5% of residents in South Ayrshire were white, Scottish with 0.5% belonging to a variety of other ethnic minorities. 88% of applications received by South Ayrshire Council in 2014 were from candidates who identified themselves as White Scottish. 88% of appointments made in 2014 were of individuals who are white Scottish. This is indicative of the South Ayrshire profile and we have not therefore identified any issues of discrimination or any barriers. However, we are not complacent and monitor our workforce data regularly. We are currently undertaking a full workforce equality monitoring survey and will analyse and consider any findings and take appropriate action, including appropriate positive action.
What are the barriers that lead to unequal outcomes (including lower rates of employment and employment segregation)?

As above, we have not identified any specific barriers. We are currently undertaking an equality monitoring data gathering exercise, as well as focusing on a project to make South Ayrshire Council an employer of choice. Part of this project includes how we recruit and retain employees and the identification of barriers facing any group, including ethnic minorities.

Promoting positive action

What measures are being taken to tackle workplace discrimination and segregation?

While we have not identified discrimination or segregation in our workforce, as above, we are currently conducting an equality monitoring exercise to help us identify any areas of concern. To promote equality and eliminate discrimination we have undertaken a range of activities to date:

- We have mainstreamed Equality into all HR policies which are equality impact assessed;
- We have put measures in place to assist managers with the recruitment and selection process to ensure best practice;
- We mainstreamed equality into our internal training courses, both online and classroom based. We continue to deliver bespoke equality training, including role specific equality training, such as a range of courses which were delivered to teaching staff;
- We have developed advice and guidance on all protected characteristics to assist managers and employees in relation to their rights and responsibilities at work on the Council’s internal web pages;
- We have encouraged wider participation in our Equality Champions Network to promote equality and assist in equality impact assessment;
- We monitor our workforce composition annually to further the equality duty.

Is there a need for a scheme that recognises positive action taken by employers (a “double tick” scheme for example)?

- South Ayrshire Council currently operates a double tick scheme in relation to disability [http://www.south-ayrshire.gov.uk/jobs/recruitment%20charter.pdf](http://www.south-ayrshire.gov.uk/jobs/recruitment%20charter.pdf). We have not identified any underrepresentation or segregation regarding ethnic minority employees, however, we would consider a range of positive
action measures should issues arise. We currently have a positive action statement on our Working For Us page http://www.south-ayrshire.gov.uk/jobs/diversity.aspx in relation to diversity.

What are the examples of good practice that have improved outcomes, and if so what has been the key to their success?

- We have introduced targeted schemes such as a Graduate Internship Programme aimed at graduates who are 29 and under and this has resulted in 100% of graduates moving into employment as a result of the programme. While this scheme is aimed at improving employability rates for young graduates, successful candidates are increasingly from diverse minority backgrounds. Key to the success of the programme has been the selection and allocation of projects and practical development opportunities to individual graduates to enable them to gain and demonstrate the key competencies to secure graduate level employment. Graduates are given a wide range of experiences including the opportunity to work individually and as a team to deliver specific, agreed project outcomes. Ongoing, robust support and development also contributes to the programme’s success.

South Ayrshire Council
23 June 2015