

# STAFF NEWS



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## Coronavirus (COVID 19)

Friday 3 July, 2020



### Shout out to our staff who are doing a great job

Forbes Barron Head of Planning, Development and Regeneration Services wants to send a shout out to the **Planning and Building Standards Division**.

"I want to thank all the teams for their effort and hard work during this time - everyone has been amazing with many staff taking on additional roles and responsibilities to keep the service running efficiently.

"In particular, **Kevin Gough, Joe Shaldon, Alison Farrell, Alan MacGregor and David J Gibson** for their commitment to make sure planning permission and building warrants and completions continued to be issued.

"Thanks to our **CBS** colleagues, **Lauren McGuinness, Lynda McCoshan, Patricia Lennox, Mark Carberry and William McAdam** – their support has been greatly appreciated.

"Thanks also to **Pauline McGillivray, Grant Couper, Iain Kane and Maria Quinta Zon** - who are behind the scenes making sure our systems run smoothly.

"You have all demonstrated the true meaning of teamwork."

Thanks everyone.



### Supporting our diverse workforce

**As an employer we value and respect the diversity of our workforce, valuing each other's differences and treating each other with respect.** We recognise the impact recent worldwide events have had and understand that this may be unsettling for many people and particularly our Black and Ethnicity Minority employees.

As **Harjinder Gharyal, Division Director, Neighbourhoods and Sustainability and Leadership Sponsor for the BME Employee Peer Support Network** explains: "We will not tolerate any forms of racism or discrimination in the workplace and I ask that all employees support and respect each other at all times.

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“Over the past few years we have taken active steps to make sure our BME workforce are supported and to increase BME representation in the organisation, including the establishment of our Employee Peer Support Network, BME Specific Development and Mentoring and working with BME partner organisations across the city to support BME people into employment. This shows our commitment to BME employees and citizens.”

### Staff support routes

If you have any concerns or experience any issues of racism or discrimination in the workplace you can:

- **chat to your line manager** for support and advice on what to do next.
- phone **Workplace Options** - our dedicated, free and confidential BME Employee Support Line available 24/7 on 0800 288 4950.
- read our **Bullying & Harassment Policy** and contact one of our **Bullying & Harassment advisors** – if you do not currently have access to Connect please ask your manager for a copy of this information.
- **Email** our BME Employee Peer Support Network at [EqualityAndDiversity@glasgow.gov.uk](mailto:EqualityAndDiversity@glasgow.gov.uk)

Last month we shared details on our social media channels of a major academic study which the council commissioned last year into our city's colonial history and links to transatlantic slavery - the first of its kind in the UK. If you did not get a chance to see this we have attached a [transcript here](#). **#BlackLivesMatter**

### Children's Residential Units – doing a fantastic job



Children's Residential Childcare teams across the city have been doing a fantastic job during lockdown to continue to support some of the city's most vulnerable young people.

**James Waite, Unit Manager, Hamilton Park Avenue Children's Residential Unit** in the north west is proud of the achievements of his team.

**James** said: “Lockdown has been difficult for everyone. The challenge of supporting young people with their blended learning and helping them to understand lockdown rules alongside trying to maintain a sense of normality has been especially challenging for us.

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"All the staff at the unit - from the care staff, seniors, domestic staff, and admin staff - have worked as a team. They've gone above and beyond their normal duties - coming up with ideas and activities to keep our young people occupied and make lockdown a little easier."

**James** added: "I'm really proud of our young people too. They have enthusiastically supported the 'clap for carers' events and did a great job decorating our windows and creating posters to remind everyone of the Covid-19 guidance."

**Well done everyone.**



**Could you be a host family supported carer?**

# Host Family Supported Carers Needed

## Glasgow cares for their future – can you?

**The role of the Host Family Supported Carer Service (HFSCS) is to offer safe and supportive accommodation for Unaccompanied Asylum-Seeking Young People (UASYP) aged 16-18 years.**

The HFSCS grew out of Glasgow's humanitarian response to the civil war in Syria in 2017. Glasgow City Health and Social Care Partnership now have a Team Leader and three qualified Social Workers in post to grow this service to help to meet the needs of UASYP arriving in Glasgow. Many, if not all these young people will have experienced trauma on their long journey and certainly all of them will be dealing with issues of separation and loss.

Since the beginning of March 2020, we have placed four UASYP with HFSC; two of these are newly approved placements by way of tele-conferencing the Host Family Carer Panel and with the support of Senior Management as the Agency Decision Makers. Three of the young people are from Vietnam and the other young person is from New Guinea. Trafficking is prevalent amongst this group and two of the young people have definitive decisions that they have been trafficked.

We link very closely with the Asylum / Roma Team who are the responsible team for the young people and work collaboratively to make sure that each young person feels safe and has access to health, education and legal support through the maze that is making an Asylum application.

During lockdown all of this has continued, and we appreciate the great work of our carers. They have been creative about how to help the young people learn English, making use of on-line resources. In a couple of cases, the HFSCS have people in their network who are qualified to Teach English as a Foreign Language doing frequent 'Facetime' lessons. They cook and eat meals together, exercise and garden together; all learning about each other in a family setting.

In times ahead, the HFSC will help each of the young people access all the great opportunities that Glasgow has to offer. The Host Family Supported Carer will help each young person work towards independence when it is right for them. We have learned that, even though they have moved on our young people keep in touch with the carers and they themselves offer friendship and advice to new arrivals.

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Glasgow is proud of the support that we offer displaced and disadvantaged young people and we are keen to grow this service.

If you would like to find out more about becoming a Host Family Supported Carer, please email us: [HostFamilyService@glasgow.gov.uk](mailto:HostFamilyService@glasgow.gov.uk)



### Glasgow saddles up for free cycle hire



Glasgow is encouraging everyone to consider cycling for everyday journeys as COVID-19 lockdown restrictions are eased, with an offer of free cycle hire through our [nextbike scheme](#).

From this week **until 24 August, 2020**, the first 30 minutes of standard nextbike cycle hire will be at no cost to the hirer. For casual users of the scheme, every rental under 30 minutes duration will be free of charge, and for existing subscribers this will be extended to the first 60 minutes of any hire. There is no limit on the number of times this offer can be used by a person.

This free hire offer is funded by Transport Scotland through the [Smarter Choices, Smarter Places](#) programme. Glasgow's hugely popular cycle hire scheme was launched in 2014, with nextbike currently making available for hire, 800 bikes across 79 city locations. This level of provision and the 30 minutes free offer, in addition to the creation of temporary pop-up cycle lanes as part of our [Spaces for People](#) programme; combine to immediately increase the attractiveness of this mode of transport, especially to those who haven't previously considered cycling for everyday journeys, or don't own a cycle.

Glasgow's vision is to create a vibrant cycling city where cycling is accessible, safe and available to all. Cycling reduces congestion in busy areas and is a greener, healthier way to move around, as well as offering the space and freedom to practice safe physical distancing.

You can hire a nextbike on a Pay As You Go basis or by subscription. Registration is through app, website or hotline.

#### Find out more

More details on this free standard cycle hire offer, which is available until 24 August 2020, can be found [here](#). For more information on cycling in the city visit [www.glasgow.gov.uk/cycling](http://www.glasgow.gov.uk/cycling)



### Share your story with us

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**We know you're all proud to play your part for the city –** so we would love to hear from you about how you and your colleagues are supporting the city at this challenging time.

You could:

- Give a shout out to a colleague who is going above and beyond to deliver a service
- Tell us if you are volunteering to help deliver an essential service
- Share what your team is doing to keep services running for our citizens.

Email a couple of lines and a mobile phone picture, if you have one, to [Insider@glasgow.gov.uk](mailto:Insider@glasgow.gov.uk) so that we can share your story with colleagues across the council family.

**Thank you for making a difference.**



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