

STAFF NEWS

www.glasgow.gov.uk/staffupdates



Spaces for people



ABOVE AND BEYOND

CONTENTS

Message from George	1
Resource and Recycling Strategy	2
Christmas lights switch on	2
Green City	3
Tidal City	4
Green project for Blacksmiths	5
Clean City	5
Life on the rollercoaster	6
Car free - Care free	7
No place for hate	7
Closing the gate on fly-tipping	8
Industrial Cadets	9
Making a difference	10
Scottish child payment	10
Routes Out	11



Message from George

This year has been one of the toughest we have faced in recent memory. COVID-19 has brought many challenges for our service, our staff and the citizens of Glasgow. However, I continue to be proud of the commitment shown by you throughout this pandemic, ensuring essential services are delivered to keep Glasgow safe and moving. I do not take for granted the dedication and commitment you have shown and continue to show during these unprecedented times.

As Glasgow moves out of Tier 4 restrictions and the news of a vaccination programme being rolled out, we hope that sometime in the near future, we can return to a sense of normality. It is important as we do this, we also capture some of the positives that this new way of working has brought. So far, over 200 NS colleagues have taken the council's survey to share their views on how we recover, reintroduce services and adapt as we move forward. The survey closes on **Friday 18 December** and you can share your views by visiting this website: www.smartsurvey.co.uk/s/SPS2020/

As we move towards the end of 2020, I would like to take this opportunity to wish you and your family a wonderful Christmas and New Year.

Finally, I would also like to thank all of our staff working throughout the festive season providing essential and valuable services to the citizens of Glasgow.

As always, if you would like to make a suggestion directly to me, this can be done by e-mailing: AskGeorge@ls.glasgow.gov.uk

George Gillespie, Executive Director

KEEP UPDATED AT ALL TIMES ON THE WEBSITE WHICH
CAN BE ACCESSED FROM ANYWHERE.

www.glasgow.gov.uk/staffupdates

A reminder for members of staff who do not have access to the council IT network:

All updates from the council and our department are on the newly redesigned staff pages of the council website. This can be accessed on any laptop, mobile phone, iPad or tablet that has internet access. A couple of times each week, updates are posted as well as briefings, good news stories and copies of this newsletter. It can be accessed by visiting: www.glasgow.gov.uk/staffupdates



RESOURCE AND RECYCLING STRATEGY

You are invited to share your views and opinions to help the Waste Policy and Strategy team at Neighbourhoods and Sustainability devise a strategy that will shape our waste and recycling policies over the next decade. Consultation is underway - **please share your views by 13 January, 2021.**

The new Resource and Recycling Strategy 2020 to 2030 will follow on from our existing 'Tackling Glasgow's Waste 2015 to 2020.'

Scott Armstrong, Waste Policy and Compliance Manager at NS said: *"The focus of the new strategy is to minimise the impact waste has on the climate and to manage waste in a sustainable manner which will contribute to Glasgow becoming carbon neutral by 2030. It presents an opportunity to build a more resilient and efficient waste management system to the benefit of residents, businesses and visitors in the city."*

YOUR OPINION COUNTS!

Scott added: *"The new strategy will be published early next year and will be made stronger through a partnership approach."*

"We want to hear what people, organisations, businesses and groups in the city think about how we can improve our recycling services and minimise the amount of waste produced in the city. This feedback will help us to plan for the next decade."

The consultation is currently live and will close on **13 January, 2021.**

Go to: www.glasgow.gov.uk/consultations to have your say.

UP IN LIGHTS

As part of our **#LoveGlasgowThisChristmas** campaign, the city's Christmas lights were switched-on in George Square on Wednesday 18 November.

As you might expect, the festive season in the city is going to be different this year because of Covid-19. Thanks to the Glasgow Life events and marketing and communications teams, for the first time ever, you could watch this magical moment online from the comfort and safety of your own home.

Radio Clyde presenter, **George Bowie**, and the city's Lord Provost, **Councillor Philip Braat**, joined council keyworker **Theresa Martin** for the switch-on in the City Chambers.

Theresa is a Natural Environment Officer with Parks Development at Neighbourhoods and Sustainability. During lockdown **Theresa** was one of 30 NS staff who volunteered to work with Neighbourhoods and Sustainability (Bereavement Services) at the Linn and Daldowie Crematoriums.



Theresa said: *"Being asked to switch on the Christmas lights was a real surprise. I was humbled to be asked to represent keyworkers and thrilled to take part in such a special event."*

"Obviously the switch on was very different to normal because of the pandemic and the restrictions that we're all being asked to follow but it was a lovely experience for me."

GREEN CITY

During the first full Covid-19 lockdown, the strong advice was “Stay at Home”. But as we learned more about the virus, an equally strong, and a consistent message, was “Get outdoors”. In our green city that is good for both physical and mental health.

Now Glasgow is to get greener – both physically and environmentally. A £125K project has been approved, to plant 20,000 native broadleaved trees on council-owned former pastureland within the city boundary near Carmunnock. The project is backed by Glasgow City Council and Green Action Trust, who secured the funding through a grant from Scottish Forestry.

In time, the native trees being planted will grow up to 15 metres tall and help to create a habitat for a wide range of flora and fauna, including bluebells, primrose and foxgloves to hedgehogs, badgers and birds. With the lifespan of the trees being planted anywhere between 60 and 100 years, it is anticipated that the new woodland will be able to regenerate and continue indefinitely with appropriate management.

Establishing the woodland, which will cover a space the size of 21 football pitches, will also create a store for carbon from the atmosphere and contribute to Glasgow’s efforts to tackle the climate emergency.

Councillor Anna Richardson, City Convener for Sustainability and Carbon Reduction, expressed her hope the new woodland would provide a significant legacy for the local area and for the city as a whole.

“Our woodlands are a huge asset, providing space for recreation and a natural haven within the city environment. Throughout the Covid crisis, our open spaces have been greatly appreciated and so it is vitally important we cultivate these places for future generations to use as much as possible.”

“But with the council also declaring a climate and ecological emergency, preserving and enhancing our open spaces also has a practical purpose. Creating a new woodland at Cart and Kittoch will help to support some of thousands of species existing in Glasgow and will also add to our carbon reduction efforts.”



Life’s a Beech – Councillor Anna Richardson ready to get planting



Cart and Kittoch woodland planting

Our Neighbourhoods and Sustainability Parks Development Team have been linking with Carmunnock Community Council.

John Lawless, Chair of the Community Council said: *“We welcome the Cart to Kittoch tree planting initiative. We recognise the obvious benefits to the environment in producing oxygen, capturing carbon dioxide and increasing wildlife. Importantly for*

Carmunnock, the proposed woodland further protects the green belt. There will also be health benefits to future generations as the woodland will provide access to more trails and paths in the local area.”

TIDAL CITY

In order to maintain water levels in the upper reaches of the Clyde and to protect the city's bridges from the scouring effect of a river in full spate, there has been a tidal weir on the river in Glasgow since 1772. The present structure, located at the western end of Glasgow Green, dates from 1949 and maintains the upstream water at a constant level by the means of three gates which can be raised and lowered depending on tide and river conditions.



In August 2017 the north gate malfunctioned causing a sudden drop of the north end of the gate, damaging the north gate and the structure of the Weir. Before it could be lowered back into position the river level dropped drastically and large sections of banks were exposed, localised lengths of riverbank which proved more unstable suffered significant damage.

At present the South and Middle gates are operable and are able to maintain the upstream river level and allow passage through for boats, however it is crucial the North Gate is repaired to bring the weir back to full functionality in order to make sure that the banks upstream remain stable.

By the time construction work throughout Scotland was able to recommence after the initial COVID-19 restrictions, funding and design for repair and refurbishment of the Weir were in place and works commenced in August.

The Construction works involve constructing a temporary cofferdam using steel sheet piles with a stone bund on either side. With this in place, the Contractor can raise the north gate, install temporary supports and scaffolding and undertake steel repairs to the gate and concrete repairs adjacent to the gate. Following the repair of the north gate, the contractor will commence the refurbishment and upgrade of the mechanical and electrical components of the north gate. This comprises replacing the motors and chains. This work will then be replicated in both the centre and south gates. In addition, the contractor will be installing a new control system which provides improved monitoring and control abilities.



Henry Dempsey is Neighbourhoods and Sustainability Technical Services Acting Group Manager. He says *"It's very exciting to see major civil engineering works on the River Clyde. I am really looking forward to the completion of the Tidal Weir repairs which will ensure safe operation of this historic Glasgow structure for years come."*

GREEN PROJECT FOR BLACKSMITHS

We've reported before on the Spaces for People programme – one of the positives to arise from the coronavirus pandemic. The programme is providing extra space for people to walk, wheel and cycle through Glasgow.

Our Neighbourhoods and Sustainability Blacksmith's Team have recently applied their expertise to a high-profile project to revise the road layout on Kelvin Way. With the re-opening of Kelvingrove Art Gallery and Museum, it was necessary to accommodate vehicle access whilst ensuring Kelvin Way remains attractive and safe to those out walking, wheeling and cycling. To this end, pop-up cycle lanes were installed along part of the route and decorative planters added.

Led by **Paul McCallum**, the Blacksmiths Team, comprising **Ged Robertson, Fraser McWilliam and Jamie Reilly**, applied their skills to the installation of the planters of which there were two types, recycled wooden planters manufactured by social enterprise Glasgow Wood Recycling, and distinctive black and white striped Zicla planters that had not been used before in the city.

Working to detailed plans created by fellow NS colleague **Malcolm Hall** and supported on-site, the Blacksmiths Team set about carefully measuring the area for the Zicla planters, drilling holes and using epoxy resin to secure them in place on the road surface. The team also used their expertise to fabricate bespoke brackets that would be used to secure the wooden planters in place.



CLEAN CITY

Neighbourhood Improvement Volunteers from across the city have continued to clean up during the COVID pandemic, brightening up the areas where they live, and tackling litter. Normally, the Neighbourhood Improvement and Enforcement Team work with Community Groups, schools, businesses and lone volunteers delivering thousands of hours of clean-up activity, but as we all know this has not been a normal year. However, some of our amazing volunteers have continued to do their bit, heading out either in small groups or individually, heeding Government advice and staying safe at all times. NS Neighbourhood Improvement Officers have supported them remotely, offering advice, liaising with cleansing and organising uplifts.



G53 – Rescuing Gardens



G3 Litter Free – the battle against lockdown litter



Wellhouse Connects the Community

LIFE ON THE ROLLER COASTER



The months which have passed since the original Coronavirus lockdown in March have been massively challenging for the regulatory services that are Neighbourhoods and Sustainability Environmental Health and Trading Standards. The use of the roller-coaster metaphor is entirely apt as the two services have seen peak after peak of demand and challenge as the national and international approach has developed and as Governments have struggled to keep transmission at a minimum.

Perhaps the single biggest issue for EH/TS has been the frequent introduction and renewal of both legislation and guidance. Under normal circumstances, regulators are allowed a period of consultation with a lead-in period before new legislation is introduced. During the COVID-19 pandemic, however, EH/TS have been faced with the difficult prospect of repeatedly having to enforce legislation of which they have little or no advance sight. It's difficult to be an authority on a new law when you learn about it at the same time as the public and businesses.

Unlike many areas of the Council, the main task for EH/TS has not been to simply maintain business-as-usual under difficult circumstances, but rather to take on a completely different function – that of suppressing the pandemic - by providing guidance and advice on preventing the spread of COVID-19 and by simultaneously interpreting and enforcing the relevant legislation.

Fortunately, both services are well-versed in their regulatory duties and Environmental Health has a statutory duty to support the NHS in the prevention and control of infectious disease in 'normal' times. However, 2020 has brought challenges which are unprecedented in living memory and EH/TS have had to adapt to an enormous degree.

A battle is being fought on several fronts. These include assisting the Council to manage the incidence of COVID-19 in the workplace, via provision of advice; working on the broader, community suppression through participation in Incident Management Teams and the Test and Protect system; and leading the enforcement of legal restrictions upon businesses and activities across the city.

Part of the job has been to visit businesses to ensure compliance with the law. Often, this has required thousands of visits over a short period. Fortunately, the compliance of businesses has been excellent with only a handful requiring the threat of formal action.

The Environmental Health Group Manager **Billy Hamilton** said: *"The fight against Covid has emphasised the high levels of skills and flexibility amongst Environmental Health and Trading Standards staff. Every week brings a new challenge, but staff members have shown their creativity and adaptability as well as a determination to play their part in this world-wide fight."*

CAR FREE - CARE FREE



Holly Coyne (Road Safety Assistant), Charles Nicolson (Technician), Councillor Anna Richardson, George Cairns (Road Safety Development Officer), Lorna Young (Road Safety Assistant).]

On 19 October 2020 Neighbourhoods and Sustainability Traffic and Road Safety Group, in partnership with Education Services, brought forward Phase Two of the School Car Free Zone project to support the Spaces for People programme.

Battlefield is now one of the twenty-six schools in the city to benefit from the pilot which creates a safe car free zone to help support safe active travel.

The Road Safety Unit working in partnership with Police Scotland will provide ongoing support to engage and educate parents and where necessary enforce the zone.

George Cairns, Road Safety Development Officer, said: *"My team have been outstanding in their efforts to implement the zones six months ahead of schedule. As with any city-wide project, there is a tremendous amount of background work that needs to take place before each zone goes live, including engineering, the issuing of permits, technical legal documents and communication with key stakeholders. The introduction of the zones is just one part of a new road safety strategy to protect and prioritise vulnerable road users and prevent casualties through the implementation of a new 'Safe Systems' approach to road safety."*

'Safe Systems' is an approach to road safety management, based on the principle that our life and health should not be compromised by our need to travel. No level of death or serious injury is acceptable in our road transport network.

NO PLACE FOR HATE



Glasgow was the first city in Scotland to mark Hate Crime Awareness Week (HCAW). In 2015, the city took up the campaign to encourage activity to address hate crime and to educate and raise awareness of the harm and devastation it causes. A hate crime is any crime motivated by prejudice or hate against a person because of their race, religion, sexual orientation, disability or transgender identity. Now in its sixth year, HCAW encourages the public - victims and witnesses - to speak out and report hate crime incidents.

This year the campaign had a focus on disability hate crime, with Glasgow schools taking part in a poetry competition on the topic. Other activities included an online event, Glasgow is No Place for Hate, which featured a film from Glasgow Disability Alliance and poetry from the schools' competition.

Pauline Kelly, Hate Crime Policy Officer said: *"Glaswegians are being asked to play their part in living up to our reputation as a friendly city, by eradicating hate crime. The annual week-long awareness campaign urges people across Glasgow to show that our city is no place for hate."*

CLOSING THE GATE ON FLY-TIPPING



During recent times, outside space has become so important to us and Glasgow is proud to have many beautiful parks and open spaces for communities to enjoy. In the North East of the city, residents and visitors can enjoy access to the Seven Lochs Wetland Park. Unfortunately, not everyone appreciates this fabulous outdoor facility and over the recent months it has become a target for fly-tipping.

Local resident and Chair of Craighend Seniors Club, **Selina Wallace** and friend **Betty Clark** walk this route regularly and enjoy the wildlife and greenspace on their doorstep. The pair were becoming increasingly frustrated by their local community being targeted by irresponsible fly-tippers and got in touch with **Tracey Boyle**, Neighbourhoods Liaison Co-ordinator to ask for help to stop this. They provided photographs of commercial fly-tipping taking place at an entrance to the park on Avenue End Road on a regular basis, under the cover of darkness.

Tracey was determined that Selina and Betty would once again enjoy the park without having to climb over waste. Tracey got in touch with Scott Ferguson, Seven Lochs Project Co-ordinator and Thomas Thomson, Depot Manager and the three agreed a plan of action to tackle the issue. Scott arranged for volunteers to use wood and garden waste dumped on site to be 'chipped' and used for pathway areas in Hogganfield Loch. Thomas arranged a week of action with several staff members and mechanical equipment, and removed over 4 tons of waste.

To keep the park looking its best, 'boom gates' were erected which have now completely eradicated the opportunity for fly tippers to access. Scott will work with their volunteer/trainee workforce to create a new, accessible entrance to the park.

Chair of Craighend Seniors Club, resident **Selina Wallace** commented "*I was receiving constant complaints about Avenue End Road and the fly-tipping. Since all the work was done, I've not received any other complaints. There has been no fly-tipping. Since meeting the Neighbourhoods Liaison Team and the Team's visit to our Seniors Club we have seen a real benefit to the local community.*"

INDUSTRIAL CADETS



As part of the Glasgow Recycling and Renewable Energy Centre (GRREC) development at Polmadie, we are working in partnership with Viridor and the Engineering Development Trust (EDT) to deliver the Industrial Cadets Bronze Project to school children in Scotland.

Get involved

The programme encourages pupils to pursue further education and careers in science, engineering and technology subjects and we are actively seeking council staff to get involved and use their skills to support pupils with local projects.

Industrial Cadets Bronze

The Industrial Cadet Bronze project is a 12-week programme provided by the EDT which will be delivered to around eighteen enrolled secondary schools in Glasgow. The project gives students an insight into current topical themes including sustainability, digital technology, renewable energy and the circular economy over a 12-week period with guidance from an assigned mentor. It is aligned to the Curriculum for Excellence and the Career Education Standard to enhance the work students complete in their school education and allows students to develop meta-skills in line with the Skills 4.0 model. By completing this project students will be awarded with the Industrial Cadets Bronze Award to recognise their achievement at the Industrial Cadets Bronze Graduation event.

Being a mentor

As part of the programme, council staff have been asked to provide mentoring support to school children. The role of the mentor is to inspire children, encourage ideas and help guide the development of their project.

Mentors do not require to hold any specific project management experience or expertise although a science, engineering, technology, environmental or financial / business background is beneficial.

The EDT shall arrange all necessary background checks to allow working with children and provide comprehensive training and support to mentors throughout the programme's duration.

The programme has been adapted to run virtually due to the current restrictions. There are two mentoring opportunities for this year as outlined below:

Team Mentor

- Matched with one team of six from one school and will support them through their project, providing feedback on their work and guidance on their ideas and teamworking.
- Commit to a minimum of three virtual calls over the course of 12 weeks with the team.
- Attend the mentor briefing – Wednesday 20th January 2021, 4.00pm-4.30pm
- Attend the virtual launch – Wednesday 27th January 2021 9.00am-11.15am
- Attend the graduation – date TBC

On Call Mentor

- Lighter touch mentoring option. Some schools will be taking part this year as a class where there may be 3-5 teams from one school.
- These teams will not have a single mentor per team, but instead can email questions to an email address at EDT to “ask a professional”.
- EDT will call on your expertise to reply to some emails from different teams to support their questions. These questions could be about feedback on their ideas, feasibility, project management etc.
- Attend the mentor briefing – Wednesday 20th January 2021, 4.00pm-4.30pm

Optional attendance at the virtual launch/ graduation on the dates above

Approval

Please seek approval from your line manager in the first instance before you note interest to take part.

For more information

If you are interested in mentoring, please contact harry.opoku-agyeman@glasgow.gov.uk or scotland@etrust.org.uk and specify which format of mentoring you would like to take part in. EDT can provide more information and answer any questions you have.

MAKING A DIFFERENCE



Lorraine Gardiner is an Intervention Officer with Neighbourhoods and Sustainability Early Intervention Team. 2019 seems like a long time ago! Well before the advent of COVID-19, **Lorraine** developed and delivered an offender-based group work programme, co-facilitated by Police Scotland. The programme was designed to tackle offending that was impacting on the local community in the Cranhill area. The focus was restorative, and many local businesses were involved to restore the harm that the young people had caused in the area.

At the start of lockdown **Police Chief Inspector Michael Duddy** contacted **Lorraine** to inform her that she, along with the police officers involved, had won a police recognition award in the category Making a Difference. Due to COVID-19 restrictions there would be no award ceremony this year, so instead **Chief Inspector Duddy** delivered it to **Lorraine** at home in her back garden.

Sean Hanlon, Operations Manager said, “Congratulations to **Lorraine** for leading on this fantastic project and delivering such great results. It is great when partners, such as Police Scotland recognise the impact our programmes can have on participants and the community”
Congratulations, Lorraine!

SCOTTISH CHILD PAYMENT

Scottish Child Payment is a new benefit for families who are in receipt of certain benefits as shown below. It offers you £40 every four weeks, for each child under six years old – to help you towards the cost of caring for your child.

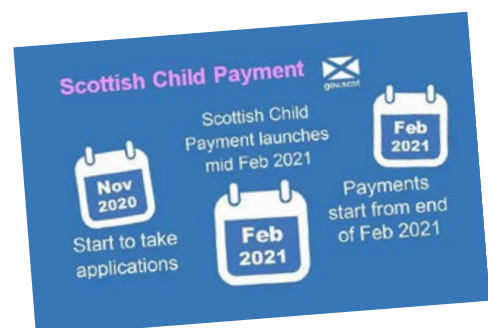
This new benefit scheme starts on Monday 15 February 2021 but applications are now open. To apply you need to be in receipt of one of

- Child Tax Credit,
- Income Support,
- Pension Credit,
- Working Tax Credit,
- Universal Credit,
- Income-based Jobseeker's Allowance (JSA),
- income-related Employment and Support Allowance (ESA) and your child needs to be under six years old on 15 February 2021.

Scottish Child Payment will not be taken into account for UK benefit and tax credit assessments and there is no cap on the number of children this payment can support.

For more information and to make an application

- phone the free helpline number on 0800 182 2222
- visit www.mygov.scot/scottish-child-payment



ROUTES OUT



This newsletter has reported on many of the Neighbourhoods and Sustainability services that our dedicated workforce has maintained throughout the pandemic. A lot of these services are high profile and have rightfully earned plaudits from the people of Glasgow. One of our most unsung services, though, has not only continued to operate throughout the restrictions and lockdowns, it has actually extended service delivery.

Routes Out, part of the Neighbourhoods and Sustainability Violence against Women Services, offers support to women who sell sex, aiming to increase safety for people across Glasgow.

Routes Out understands the risk of selling sex and the stigma women can feel which can make it difficult to ask for support.

The service reaches out and responds to the high risk of harm caused through involvement in prostitution. The approach is based on the understanding that women are exploited in prostitution through a lack of choice of alternatives.

Routes Out offers a wide range of services to women involved in prostitution or those who are considering involvement in prostitution. There is no obligation for women to commit to exiting prostitution in order to access services. The main concern is for women's safety and the service can offer harm reduction supplies and practical advice.

Routes Out Drop In operates from a base in Robertson Street and provides safety advice, condoms, one hit kits, foil, emotional and practical support, access to our 'Beware Book' and hot drinks and snacks. The Drop In is a safe space to discuss issues with staff confidentially.

Neighbourhoods and Sustainability Service Manager **RoseAnn Cameron** manages the Routes Out Service. She told us: *"When the country went into lockdown in March, as a service, we knew closing the service was not an option for us. I'm extremely proud of the proactive response of my team to ensure we continued to support our clients with no break in our service delivery and even extended the number of nights we provide our Evening Drop In Service."*

Covid-19 Renewal Programme

KEEP UPDATED

at all times on the website

www.glasgow.gov.uk/staffupdates

