

Message from George



Colleagues,

As 2022 comes to an end, I would like to take this opportunity to thank you all for your continued hard work over the past twelve months. Your efforts keep Glasgow safe, clean and moving for residents and visitors and are helping to build a thriving, prosperous and more sustainable city. Throughout the year Glasgow and our service have played a massive role in the hosting and supporting of our Ukrainian visitors, who we have welcomed the way only Glaswegians can with open arms and support. This year saw more large-scale music events return to the City and the return after a 2 year absence of our Festive events in George Square and St Enoch Square and not forgetting the much loved Santa Dash. As always, the City and Service rose to the challenges 2022 posed.

This year and the previous two have been the toughest we have faced in recent times. COVID-19 has brought many challenges for the people of Glasgow, our service, and our staff.

With tough financial times ahead, I reaffirm my commitment to our staff through our NRS People Programme. We have started to see the benefits of this approach in improving communication, promoting Health and Wellbeing and Career Development. Our first staff engagement sessions as a service took place this year and I was delighted to see the creativity and passion from our new service staff during conversations in the marketplace.

I do not take for granted the dedication and commitment you have shown and continue to show during these unprecedented times. During 2022, Leadership has been attending workplaces, listening and learning from you about how NRS can improve the service and this will continue into 2023.

As we move towards the end of 2022, 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 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 emailing: AskGeorge.NRS@glasgow.gov.uk AskGeorge.NRS@glasgow.gov.uk



George Gillespie
Executive Director

Plan Ahead for the LEZ

With less than 6 months to go before enforcement of **Glasgow's Low Emission Zone (LEZ)**, a campaign urging people to 'Plan Ahead for the LEZ' has begun.

The city centre LEZ will be enforced from 1 June 2023, meaning that all vehicles entering the zone area from this date forward must meet the less-polluting emission standards or face a penalty charge.

To increase awareness of Glasgow's LEZ, the publicity campaign will include advertising on television and radio as well as across social media.

There will also be advertising on digital and outdoor channels to ensure as many people as possible know about Glasgow's LEZ and have time to prepare.

You can view the TV ad [here](#).

Gavin Slater, Head of Sustainability at NRS said: *"Glasgow is introducing a Low Emission Zone because we need to reduce levels of harmful vehicle emissions in our city centre. These emissions can cause health problems, particularly for those most vulnerable including the very young, and those with existing heart and lung conditions."*

"We're encouraging people to make themselves familiar with how the LEZ might affect them, and this awareness campaign will help to do that. Meantime, NRS colleagues and indeed other staff across the council are all working hard to ensure that the infrastructure will be in place to ensure a successful delivery of the operational phase of Glasgow's LEZ from 1 June, next year."

There are some exemptions to LEZs in Scotland, such as for blue badge holders. Zone residents will also have extra time to comply.

Full details about Glasgow's LEZ can be found by visiting www.glasgow.gov.uk/LEZ.



Summit with Stevie

A couple of months ago, **Stevie Wood**, an NRS Land and Environmental Operative 3 at the St Rollox depot, stood on the summit of Beinn Chabhair. From this viewpoint he was able, not only to survey the magnificent view, but also his magnificent achievement of having completed climbs of all 282 Scottish Munros.

First listed by Hugh Munro in 1891, a Munro is a mountain in Scotland with a height of 3,000 feet (914 metres). Stevie has certainly gone up in the world. Stevie's mountain adventures can be viewed on his YouTube channel ['SUMMIT with STEVIE'](#).



Transforming Glasgow

The tenth anniversary of establishing **Transforming Communities: Glasgow (TC:G)** between Glasgow City Council, Wheatley Group and Scottish Government was marked during April 2022.

TC:G is a regeneration company and registered charity which oversees the delivery of a regeneration and development programme across Glasgow's eight identified Transformational Regeneration Area's (TRA's). The TRA Programme represents one of the most ambitious programmes of urban renewal in the UK with multi-award-winning projects. The TRAs are located in East Govan/Ibrox, Gallowgate, Laurieston, Maryhill, North Torglen, Pollokshaws, Red Road and Sighthill. The programme is led by **NRS Housing Services** with support from teams across NRS.

The key purpose of Transforming Communities: Glasgow is to create sustainable place-transformation through mixed-use development and housing renewal, maximising the potential of public sector land assets, tackling infrastructure issues and the level and rate at which private sector investment is attracted to the TRAs. Progress to date includes:

- Over 140 hectares of land addressed, including 23ha of vacant & derelict land.
- Over 2,500 mixed-tenure homes provided
- Over £650m invested
- Over 600 Community Benefit outcomes

Jennifer Sheddin, NRS Head of Housing and TC:G Lead Officer says *"The approach of TC:G partners and communities to create a vision for these neighbourhoods, to find solutions by bringing together the resources and interventions needed, and to stay on course over the last decade to deliver such immense change, demonstrates what is possible from collaborative working and acutely demonstrates what Glasgow's Housing Strategy is all about. As construction sites become homes and residential neighbourhoods, and as we continue to move through the next stages of the TRA development programme, all the NRS and GCC teams involved should be immensely proud of what is being achieved."*

Peter's Professional Pinnacle

The Learning and Performance Institute (LPI) has recognised **Peter Innes** for his work in the **Alloy Project NRS Business Transformation Team** by nominating him as Training Professional of The Year 2023 Finalist.

Peter is one of 8 finalists out of 400 submissions across the UK and presented to a panel of judges in November. The winners will be announced at an Awards ceremony in London in February 2023.



This marks a milestone for Peter who retires in December after over 33 Years working for Glasgow City Council. For a large part of his career he was Management Training Co-ordinator in Land Services and then Neighbourhoods and Regeneration Services (NRS).

Peter commented: *"In 2000 the Director asked me what I planned to do about succession planning. I replied "We will deliver high quality learning and development and support employees to progress".*

"I now look around me and can see many NRS Leaders who started their journey on our early training courses. It has been an absolute pleasure... Job Done !"

New Stockingfield Bridge

On Saturday 3rd December, Scottish Canals held a celebration event to mark the official opening of Stockingfield Bridge, a £14m new active travel bridge over the Forth & Clyde Canal in North Glasgow. The new bridge connects the three communities of Ruchill, Maryhill and Gilshochill for the first time in 232 years and improves North Glasgow's pedestrian/cycle links to the City Centre and West End. Around the bridge's landmark spire, a new parkland has been created as a space for taking in the views, relaxing and natural play.

Over the last few years, teams from across NRS supported Scottish Canals' efforts at the design and construction stages of the bridge project. The **Spatial Strategy (Neighbourhoods)** Team, together with colleagues in Housing and Regeneration and City Deal, played a key role early on by inputting to the bridge's visioning and conceptual design stages, to maximise the community benefits of the project. In addition, the City Council contributed £600,000 from the Vacant and Derelict Land Fund to assist in the provision of new landscaped areas and access paths around the bridge. And the Neighbourhoods Development Management Team, in its handling of two applications related to the project, was instrumental in ensuring that the new bridge/parkland and artworks proposals would enhance the canal corridor as an urban oasis for leisure activity and nature conservation.



Ewan Curtis, Spatial Strategy Delivery Neighbourhoods Group Manager said:

"This project demonstrates what can be achieved through a long-term, strategic approach to regeneration and collaboration with external partners. Officers in Planning, Housing and Regeneration and City Deal have been instrumental in shaping the vision and supporting delivery of an outstanding new bridge that will enhance active travel in this area of North Glasgow."

Growing Employment

A total of 8 new **Modern Apprentices** (MAs) for Horticulture/ Front line Environmental Services (FLES) have now started with Neighbourhoods, Regeneration and Sustainability Services.

The Modern Apprentices will embark on a 2-year Horticulture and Front-line Environmental Services (FLES) programme where it will see them complete all aspects of both to qualify with a SVQ in each subject matter. Also, there looks like a 3rd Year specialism in Horticulture Level 3/Pesticides/Arbour.



The new MAs will do most of their training at Daldowie Training Centre and their placement areas, where they will learn the "on the job" part of their Modern Apprenticeship Programme.

Councillor Kelly and Seamus Connelly, Group Manager Parks Development & Bereavement Services welcomed the new MAs to Glasgow City Council NRS and wished them luck on their Modern Apprenticeship programme.

Seamus Connelly said: "This is a great initiative going forward for Glasgow City Council and will support our 'Climate Ready Initiative'."

Landscape Institute Awards

Neighbourhoods, Regeneration and Sustainability's **Liveable Neighbourhoods(LN)** programme was successful in receiving the Landscape Institute's national award for 'Excellence in Community Engagement', for works undertaken in Tranche 1 study areas of Govan to Kingston LN and Dennistoun to Cranhill LN. This activity was undertaken by the Liveable Neighbourhoods team with Glasgow-based Collective Architecture and consultants Arcadis.

A hybrid approach was taken for engagement as the project was undertaken during Covid restrictions. The team had to be adaptive and responsive at a time of uncertainty. A dedicated online platform was developed where residents could pin their wants and aspirations for their local area and log ideas under the four LN themes of: Streets for People, Everyday Journeys, Active Travel and Local Town Centres. When permitted by guidance and availability of venues, in-person events took place targeting neighbourhoods in the LN areas, utilising large floor maps with 3D blocks and models to enable residents to suggest proposals. This was followed up by targeted stakeholder events and workshops with local schools and groups.

The award recognised the innovative and agile approach used in these areas to engage residents and stakeholders to ultimately achieve project proposals for their areas.

Staff Engagement

"We can turn our hand to anything" said our **Executive Director George Gillespie**, and over 1,000 of our NRS colleagues came to the first series of Staff Engagement Sessions to discover for themselves the vast diversity of work done by, and services provided by, Neighbourhoods, Regeneration and Sustainability.

The six sessions were held between 24 – 26 October 2022 in the Royal Concert Hall. The sessions included a marketplace which had over 30 stalls highlighting the work of NRS and 8 stalls promoting a range of Health and Wellbeing programmes to staff.



Sean Hanlon, Operations Manager and event organiser said, *"The marketplace was a great opportunity for colleagues to network and find out about the vast range of services that NRS deliver for the citizens of Glasgow."*

These staff engagement events are part of the service's internal communication strategy which sets out how we improve communication within NRS.

The session was opened by George Gillespie showcasing the service, our successes and the challenges ahead. Delegates then heard a range of presentations from members of the NRS Leadership and Senior Management Team and a contribution from the Chief Executive of Clyde Gateway. **Colin Edgar, Head of Communication and Strategic Partnerships** for Glasgow City Council compered each session and facilitated the 'Question and Answer' Session which gave colleagues across the service the opportunity to ask a range of questions.

Sean continued, *"Following the event, over 450 colleagues took the opportunity to complete the evaluation survey. The lessons learned from this event will be analysed and help shape future sessions."*