



Welcome to the 8 December 2023 edition of the Neighbourhoods, Regeneration and Sustainability Loop Newsletter. This fortnightly email will provide you with a range of updates all in one place! With a range of actions, responses required as well as workplace, service and corporate updates.

Scan the QR Code to download the PDF version of the Loop



For Action Important Messages that require Action



Christmas Message from George

Colleagues

As we move into the festive season, 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 you are helping to build a thriving, prosperous and more sustainable city.

This year saw the culmination of many years of hard work bringing to fruition the planning and the delivery of the UCI World Championships, which took place over 11 fantastic days for Glasgow. Over 500,000 spectators enjoyed the world class cycling action in Glasgow either lining the streets or at the city's five cycling competition venues and the GO LIVE! programme of more than 50 free cultural and community participation events proved a huge hit. We once again proved to the world Glasgow's ability to plan and deliver world class events.



As always, the City and our service rose to the challenges 2023 posed.

In our service, we care about our people. That's why just under two years ago, we created the NRS People Programme. I am delighted with the transformational change this programme has brought to you and your colleagues. Throughout 2023 we have continued to roll out this programme, focusing on supporting Health and Wellbeing, improving access to Learning and Development, and continuing to increase communications and engagement. This has been achieved through our 10 Health and Wellbeing Roadshows engaging with over 700 employees, access to health checks with medical professionals, sessions around gambling, drugs and alcohol and mental health informal workshops and ensuring that during this cost of living crisis, the services that can help you are clearly highlighted.

Sometimes people can find this time of year difficult. We have a range of services at our [NRS People microsite](#) that you can access which provides support and this can be accessed at any time on a personal or work device. We are also increasing training for mental first aiders and training our managers and supervisors on how to spot and support our colleagues with a range mental health and wellbeing supports. Not forgetting the successful Compassionate Manager workshops rolled out, ensuring we take care in supporting our staff in the workplace and treating each other with dignity and respect.

I do not take for granted the dedication and commitment you have shown and continue to show. During 2023, members of the Leadership team have attended workplaces, listening and learning from you about how NRS can improve the service and this will continue into 2024. We will also come together again as a service with our next Staff Engagement sessions later in 2024.

Finally, it is important to thank those of you that will be working throughout the festive period, including Christmas day as several of our services operate 24 hours per day, 365 days per year.

From myself, the leadership and senior management team, we wish you all a Merry Christmas and a Happy New Year.



LOOP Schedule

This is the last LOOP of 2023. The LOOP will return on the 12 January 2024. If you have any stories to share, please get in contact! We are always looking for article around the work you undertake, any highlights, awards, recognition or feedback. The LOOP is designed to allow you to keep up to date with service developments.



Managers' Briefings

There were no new Managers' Briefs issued in the last fortnight. A full list of past briefings is available on the intranet using the button below.

Please use the button below to view previous managers briefings.

[Click to view the briefings on the intranet](#)

For Information

Service News and Corporate Updates that might affect you



Glasgow declares housing emergency

At the City Administration Committee (CAC) on Thursday, 30 November 2023, councillors agreed the unprecedented pressures facing the council in relation to homelessness has forced its hand to declare the city is now experiencing a housing emergency.

It comes on the heels of the Home Office plans to make around 2,500 batched asylum decisions in Glasgow by the end of this year, which could cost the council more than £53m.

The declaration was a recommendation included in an update report to councillors from Councillor Allan Casey, City Convener for Workforce, Homelessness and Addiction Services on the impact of the Home Office decision to streamline the asylum process.

Councillor Casey said: "There is no doubt that the pressures we are facing constitute an emergency. We agree with partners that we urgently need resources to help us deal with these added pressures.

"We also need the UK Government to pause their unconscionable asylum-batching decision, which is already increasing homelessness and destitution, until they work with us to put a proper plan in place and commit to fully funding their decision.

"As our report outlines, referrals from Mears, the company which currently provides accommodation for those awaiting asylum decisions here in Glasgow, have doubled in recent months.

"The city is experiencing an overwhelming increase in people presenting as rough sleepers as well as a significant rise in individuals, from elsewhere in the UK, seeking assistance here in Glasgow."

The council will continue to lobby Scottish and UK Governments for appropriate funding and legislative change to respond to this housing emergency.

The report is [available here](#)



Industrial Cadets Bronze Project 2024

We are recruiting now for mentors and assessors for the Bronze Project launching from January in Glasgow. Teams of S1/S2 students will spend 12 weeks partnered with an industry mentor to complete a STEM project run by the Engineering Development Trust (EDT). Accredited at Industrial Cadets Bronze level, pupils gain key skills for learning, life and work. Students can use their Bronze award as evidence of their experience and to complement their future applications and career journeys.

Time commitment

Mentors will be provided full training and support throughout the programme and will be expected to provide three, one-hour sessions with their school team over the 12-week programme duration.

- Mentor Briefing - Tuesday 16 January 2024
- Mentor - Launch - Thursday 18 January 2024
- Assessor - Graduation - Wednesday 1 May 2024 (TBC)

You can find out more information [on Connect](#), or you can register your interest by completing the [online form](#).





Generation 5 Glasgow Nursery Programme

At the Learning Places Scotland 2023 Awards Ceremony on Tuesday 14 November, officers from Property and Consultancy Services along with the Head of Early Years collected the award for the Generation 5 Glasgow Nursery Programme.

As part of Glasgow City Council's overall programme of Early Years investment to deliver the Scottish Government's commitment of 1140 hours of flexible early learning and childcare, the Generation 5 new build programme includes four new Early Years facilities in locations across the city which now provide over 300 childcare placements as well as support the registration of a number of outdoor ELC placements.

Many of the staff within the NRS' in house design team, Consultancy Services, have been involved in these projects at one stage or another and helped to navigate the various challenges faced from developing a design which could be rolled out successfully across a number of diverse sites. The team worked with particular challenges; from a very tight site in Govanhill, to the middle of Tollcross Park to producing comprehensive billing and tender packages at the height of the lockdown with makeshift work setups and getting these projects on site at one of the most challenging periods that the team, and the council, has experienced.

The Generation 5 building model has been developed based on previous new build facilities delivered by GCC and provides a building which addresses the key drivers of quality, nurture, outdoor education, community and flexibility. A key driver has also been the need to deliver Low Carbon buildings working towards the GCC target to becoming carbon neutral by 2030.

The award is a wonderful achievement for the talented in house team recognising their skills and expertise.

Mentor a young person – let's get to more before the year ends!

With the support of colleagues and others across the city we have now increased MCR mentors by 200. That's 200 more young people now matched with a mentor but 100 young people are still waiting for a mentor.



Mentors come from all walks of life. You don't need specialist skills or a certain job, you don't even need to have experience of young people. Here we have a [short film](#) of a Glasgow youngster who was in need of a MCR mentor.

If you're looking to find out more about The MCR mentoring programme, you can sign up to one of the following information sessions below.

- Monday 8 January, 3:30 pm until 4:00 pm, 40 John Street, G1 1JL – [Sign up now](#)

Please note that spaces for the John Street sessions are limited, this is due to room capacity and attendees should report to reception on the day.

If you can't make any of the above dates, you can [sign up anytime](#) and complete the online information session.

Glasgow City Council NRS is supporting the mentoring programme. Please speak to your line manager first to make sure that you can be released from your role to participate in the programme.

NRS People

Supporting your health and wellbeing and wellness at work as well as learning and personal development



NRS Health and Wellbeing Roadshow come along and get involved

Recognising the importance of employee Health and Wellbeing and to support our staff further we are hosting a Staff Health and Wellbeing Roadshow Event within Eastgate. The purpose of this is to provide information about the range of health, wellbeing and financial support available to staff. Roadshows will be held at various locations across the city so if staff are unable to attend there will be opportunity to come along on another date at a location close to their work. You can find more details below.

You are asked to encourage your teams to come along and get involved – we would also like to see you on the day too.

About our Health and Wellbeing Roadshow

- Date: Wednesday 13 December
- Time: 12 noon until 2 pm
- Location: Ground Floor, Eastgate

Staff can drop in to make use of the services and resources available and these will include:

- Free back, neck and shoulder massages
- Smoothie Bike – staff will get the opportunity to make their own smoothies
- Glasgow Life - seated exercises and information about the Glasgow Club discounted gym membership
- First Bus – staff discounted travel scheme
- Strathclyde Pension Fund – Staff information on pensions

- NRS Road Safety Team – Driver safety information and interactive fun
- A wide range of Health and Wellbeing awareness stalls including – Hospital Saturday Fund Health Plan, We Are With You - alcohol and drugs support and Menopause advice as well as financial wellbeing information from Glasgow Credit Union and Home Energy Scotland



Meet Your Colleagues

Lyndsey Allison, Lead Advocate, ASSIST

How long have you worked for the council?

11 years.

What do you do in your role?

I am a Lead Advocate within the ASSIST service. I am the first point of contact for the Advocacy Workers within the team providing support to our client base. I also review our client intake to identify how cases will progress through the service.

My other role involves approving grant funding for complex disabled adaptations for homeowners which require joint working with Glasgow Health and Care Partnership to deliver the adaptations programme via the Council's Managed Adaptations Contract awarded to City Building's Assisted Living Service.

What is your favourite part of your role?

Supporting Advocacy Workers to fulfil their role in supporting our client base and discussing options for progressing cases to achieve positive outcomes.

What are the biggest challenges within your role?

The role and influence external processes have on outcomes for our client base and supporting Advocacy Workers to navigate this whilst still providing an effective service to these clients.

New Glasgow People Manager Workshops: Sign up now for workshops in November and December

All managers, supervisors and aspiring managers are invited to attend the last set of Glasgow People Manager workshops for 2023. These workshops are delivered by Organisational Development in partnership with the City of Glasgow College.

- **Career Conversations**
Tuesday 12 December
9.30 am until 4.30 pm
- **Motivating Your Team**
Thursday 14 December
9.30 am until 4.30 pm

Please only reserve one space per person and note that spaces are limited. We appreciate that service delivery demands mean that you may not be able to attend after signing up, but please cancel your space as early as possible to allow someone else to attend.

If you require any further information please email OrganisationalDevelopment@glasgow.gov.uk or go to EmployeeDevelopment/GlasgowPeopleManager



Vacancies within NRS

The following job vacancies within NRS have been added to myjobscotland. If you are interested use the button below to go through to the job adverts.

- GLA11220 - Team Supervisor
- GLA11229 - LGV Driver/Labourer (Skips)(4 on 4 off)
- GLA11231 - Technician (Road Safety)
- GLA11238 - LGV Driver/Labourer (Skips)(Monday to Friday)
- GLA11240 - Road Safety Assistant
- GLA11244 - Project Support Officer (EV)
- GLA11251 - Planning and Enforcement Officer (2.5 posts)
- GLA11274 - Assistant Group Manager (Property Asset Management)
- GLA11275 - Assistant Planner
- GLA11TBC - Planning Technician
- GLA11TBC - Tobacco Control Officer
- GLA11TBC - Trading Standards Officer
- GLA11TBC - Loft Attendant (3 posts)
- GLA11TBC - Recycling Attendant

myjobscotland

[Click here to view all the vacancies on myjobscotland.gov.uk](#)

General Interest

What other teams do and events and activities that you can join



Thousands Sign Up for Super Santa Dash

Thousands of people have signed up to run Glasgow's iconic Santa Dash and there is still time to join the festive fun!

Almost 3000 people have already registered to take part in this year's family-friendly, charity event at Glasgow Green on Sunday, 10 December and there is still time to throw your Santa hat into the ring!

But you'll need to register rapidly - the 8 December entry deadline is looming, so make a sprint for the webpage and sign up today.

A sea of adults, children and even dogs bedecked in red Santa Dash T-shirts and other festive attire will jingle their way around the route after taking part in an instructor-led warm up to Christmas tunes.

Last year's event was the first mass in-person Santa Dash since the Covid 19 pandemic and it certainly got everyone in the Christmas Spirit! As well as having festive fun, around 4000 participants also raised sponsorship for their favourite clubs, community events and charities. Any profits from the registration fees also go to the Lord Provost's Charity Fund for Vulnerable Citizens and Beatson Cancer Charity.

People already registered for this year's event can collect their Santa Dash T-shirts and run numbers from a new pop-up shop in the St Enoch's Centre (on the mall's upper floor next to Boom Battle Bar). Information on opening times will be in your registration pack.

Everyone who completes the 5K course will be presented with a medal as they cross the finishing line at Glasgow Green's landmark Big G installation and participants can also enjoy free travel across the Greater Glasgow Network on race day courtesy of First Bus. (Special codes provided with entry packs.)

Entry costs £16 for adults and £6 for children - this includes a Santa Dash t-shirt and medal on completion. [Register here](#)

People who would like to raise sponsorship for the Lord Provost's Charity Fund for Vulnerable Citizens can do so via the JustGiving page www.justgiving.com/lordprovostfund-forvc

Donations to Beatson Cancer Charity can be made via their [JustGiving page](#)



Let's Look Out For Each Other Campaign

The Go Safe Glasgow road safety partnership, chaired by Glasgow City Council, has just launched its biggest ever road safety and public spaces campaign in collaboration with colleagues across Neighbourhoods, Regeneration and Sustainability (NRS). The LET'S LOOK OUT FOR EACH OTHER campaign has been designed to appeal to all road users; regardless of whether people choose to drive, walk, wheel or cycle - the simple message is 'let's look out for each other' and use our roads and public spaces with courtesy, care and mutual respect. Roads Policing Inspector Hugh Nicoll from the road safety partnership said: "Sadly, 2023 has seen an unprecedented and unexpected rise in road deaths, with 10 pedestrians, including 2 children and 2 people on bikes killed on the city's roads. Drivers have a key role to play on our roads and have a duty to look out for our most vulnerable road users. Likewise, other road users need to play their part and take care on their journey. Recent changes to the highway code have also transformed the hierarchy of road users, placing more responsibility on drivers to look out for and give way to pedestrians and people on bikes, particularly at junctions."

Jenny O'Hagan, NRS Divisional Director of Operations said: "This is a notable example of two NRS teams working together and using a combination of internal and external funding to deliver a crucial campaign to keep people safe on our roads and public spaces. We all need to look out for each other; however, drivers can make the biggest difference by driving slower in residential areas, giving way to pedestrians waiting to cross at junctions and looking twice for two wheelers when entering and exiting junctions. One quick look in the mirror - even when stationary, could save a life." As a result of the increase in road deaths, a new digital road safety roundtable has been established to get the public's view on road safety and how to make our roads safer for everyone. For more information on the survey and proposals please visit <https://www.youtube.com/watch?app=desktop&v=J4gpFODRJds&cbid=1>

Glasgow City Council has committed to achieving net zero carbon, a minimum reduction of 30% of car kilometres travelled, and 'Vision Zero' where no one is killed or seriously injured on Glasgow's roads, streets, cycle ways and footpaths, all by 2030.

The purpose of these ambitions is to create a safer, fairer and healthier city for the people who live and work here. The way people move around Glasgow has a huge part to play in creating a clean and sustainable city, reducing inequality and growing an inclusive economy. The Council want to create opportunities for people to travel easily and sustainably, by designing streets for people, making efficient use of road space and in turn reducing the reliance on cars.

Positive road safety attitudes and behaviours have a huge part to play in achieving Glasgow's ambitions.

For more information on the campaign, please visit <https://www.glasgow.gov.uk/roadsafety>



