

STAFF NEWS



www.glasgow.gov.uk/staffupdates



Monday 17 August 2020

Update on our Council Family Review

Since 2015 we have completed a number of strategic reviews of our council family operations - to help us continue to deliver efficient and effective best value services back to our citizens.

Council Family Review activity for 2020/2021

As part of our approach we regularly review our council family operating model to make sure that it remains fit for purpose, takes account of new and emerging issues and continues to deliver best value.

Whilst the longer term impact of Covid-19 may be unknown there are current factors that we need to address as part of our continuous review of our operating model. For example, this includes ongoing activity to look at opportunities highlighted from previous review decisions, service reform activity and our council strategy and action plans.

This next phase in our approach will review how we can improve links and collaborative ways of working between Development and Regeneration Service, Neighbourhoods and Sustainability and Chief Executive's Department. As the review progresses and we look at innovative ways of working and improvements identified as part of our renewal plans and response to Covid-19, other Service areas may become involved.

This review will be led by a team of dedicated officers working closely with Service teams reporting back to the relevant Executive Directors and in consultation with Trade Unions.

Staff will be kept updated on revised operational models as they develop and the revised structure is scheduled for completion at the start of the next financial year 2021 to 2022.

Other review activity

A City Parking review is also currently underway.

As a result of previous reviews Cordia Services and Community Safety Services were transferred back into the council. This restructuring helped to deliver on our key priorities to meet the needs of our city and key services to our citizens, whilst at the same time delivering more efficient ways of working, reducing duplication and spending.

Be aware of suspicious emails targeting Glasgow residents



Information Security



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We are aware that fraudsters are currently targeting local citizens with a phishing email regarding Council Tax reductions they may be entitled to. The emails look like they have been sent from GOV.UK and appear authentic. Our Revenues and Benefits Team have been made aware of this current scam to support and advise residents who may get in touch.

Please be vigilant about emails that you receive.

Check them – Always remember ABC if you are uncertain the email is genuine by:

- **A**ssuming nothing
- **B**elieving no-one
- **C**heck everything

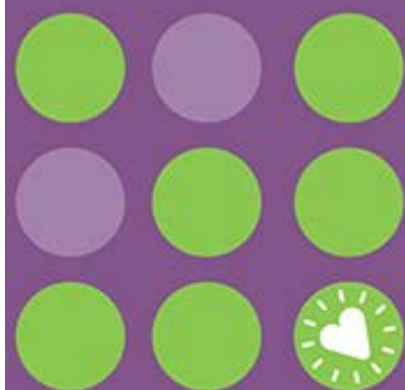
To help you identify a suspicious email you should check:

- **Titles** – that offer you money, an incentive, or entice you to click them or open them quickly/urgently without thinking
- **Sender** – hover your mouse over the sender's contact name to see what actual email address pops up – does it match who you think it was sent from?
- **Language** – does it contain unusual grammar or phrases or poor spelling?
- **Time** – was it sent at an odd time?
- **Content** – is it asking you to confirm a PIN or password?

Report it - If you think they are suspicious or you are in any doubt about their authenticity please report them to both your line manager and email them to integrity@glasgow.gov.uk. You should delete the email without opening any attachments or clicking on any links.



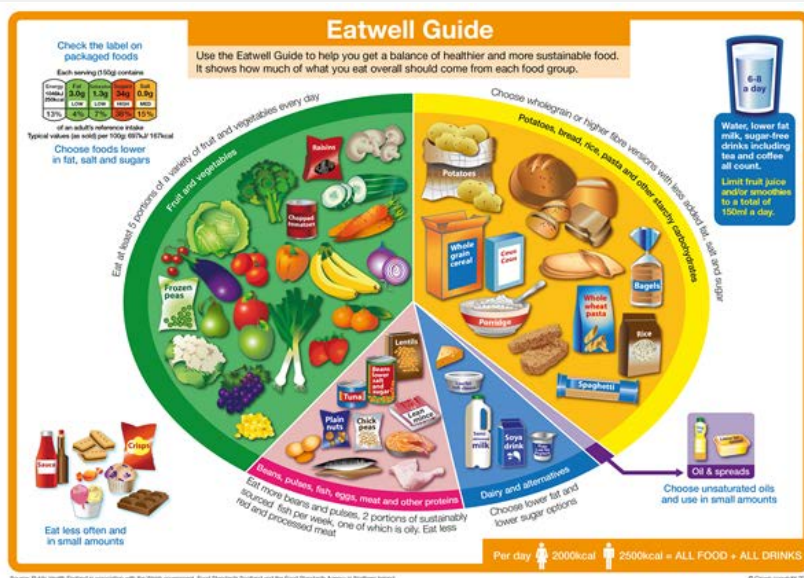
Eat well on a budget



YOUR HEALTH AND WELLBEING

get active | health support | smoking | mental health |
alcohol and drugs | cancer | healthy eating and
weight management

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Eating well and as healthily as you can will help your body cope better with the demands placed on you through challenging times.

However, when budgets are tight, eating well every day can seem less of a priority.

Healthy eating doesn't have to cost more. It is possible to eat healthily on a tight budget by planning and adjusting some shopping habits.

Here are some tips:

- **Plan your meals** - by planning ahead, we can make healthier food choices and avoid expensive impulse buys or unnecessary shopping trips. Using a [weekly meal plan](#) is the best way to eat healthily whilst saving time and money.
- **Make a list** - check your cupboards before going shopping so you buy only what you need, and avoid offers and special deals unless they are on your list.
- **Eat seasonally** - fruit and vegetables are cheapest when in season, as well as having their best flavour and nutritional value. BBC Good Food have a seasonal calendar [here](#).
- **Buy Frozen** - frozen fruit and vegetables are just as nutritional as fresh and tend to be cheaper. You can use only what you need, so nothing is wasted.
- **Cook in bulk** - make large batches of your meals and freeze the leftovers to use for lunches and dinners throughout the week. If you've got a meal ready at home, you're less likely to buy a takeaway or an overpriced ready-meal when you don't feel like cooking.
- **Never shop hungry** - Hunger will lead you to making food choices based on what you fancy there and then, rather than what's good for you.

Other information and resources:

- NHS Inform - [Food and nutrition guidance](#)
- Food Standards Scotland - [Eatwell guide](#)
- Parent Club - [Eat better, feel better](#)
- BBC Good Food - [Budget Recipes](#)

Learn with GOLD

Remember there are lots of good e-learning courses on GOLD – try the [Healthy Living](#) course or the [Everyday Energy](#) course to find out more about healthy eating.



Welcome



Glasgow Online Learning & Development (GOLD)

GOLD is the Glasgow Family's digital learning platform that gives you access to high quality online learning content in a range of topics including computer skills, information management, health, safety, wellbeing and development for you and your team.

Supporting pregnant women, adoptive parents, and working parents. Please complete our survey



In support of our Equality outcomes and aim for an inclusive workplace and to be recognised as an employer that supports its employees who have protected characteristics, we are conducting some research.

We'd like to hear from staff who have returned from maternity or adoption leave within the last two years.

The aim of our research is to make sure that the council is meeting its aim of supporting pregnant women, adoptive parents and working parents.

Have your say

Can you spare 10 minutes to complete our survey which has been developed by a MSc Research student from Strathclyde University. The findings of the survey will help us to assess current practices. The deadline for completing the survey has been extended until Friday 21 August.

We would like to hear your views and opinions on your experiences during your period of maternity or adoption leave and your subsequent return to the workplace.

The council will consider an anonymous summary of your views and experiences and this will help inform any future plans or updates to our arrangements.

More information

- all survey responses, **to be submitted by Friday 21 August**, will be anonymous and confidential
- You can access the survey [here](#).
- details of the Strathclyde University research participants privacy notice is available [here](#)
- If you require any further information, please email: equalityanddiversity@glasgow.gov.uk

Find out how Idox can help you – free online sessions

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The Knowledge Exchange

an **idox** solution



The Knowledge Exchange is the information and intelligence arm of Idox, providing a range of information and knowledge services to support decision making in the public sector. The service covers all areas of local policy - with a focus on economic development, housing, planning and regeneration.

You may know them under their previous name, the Idox Information Service.

The council has a subscription to The Knowledge Exchange which allows all staff access to an online library of resources as well as additional current awareness and other information support services.

The service could help you to keep up-to-date with the latest developments and best practice in your area of work, prepare for report writing, support research or policy development, or provide supporting resources to help you with CPD.

Find out more - free online sessions

Idox is offering full training sessions on how to access and use the Knowledge Exchange Service in live time through Microsoft Teams. The sessions will take place on:

- **Wednesday 19 August at 10am**, and
- **Tuesday 8 September at 2pm**

Each session will include:

- Overview of the Idox Knowledge Exchange service including topic coverage and how we source our material
- How to register for a username and password
- Details of the current awareness including the Weekly Bulletin, Topic Updates and personalised Alerts
- Information on Ask a Researcher service
- A demonstration of the database with hints and tips on searching

How to register or find out more

- To register to attend one of the sessions, please email rebecca.jackson@idoxgroup.com with the details of the session you would like to attend. An online invite will be sent with joining instructions the day before your chosen session.
- If you would like to find out more about Idox and how you could benefit from these services, or to arrange a session specifically for your team on another date, please email rebecca.jackson@idogroup.com or phone **03330146825**.
- You can find out more on the [Idox Knowledge Exchange website](#)



Virtual Baby Group Supports New Parents

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Staff at **Glasgow City HSCP's Children and Families Health Visiting** teams in the south of the city had to find new ways of working to help meet the needs of families during lockdown.

Community Nursery Nurses with the Health Visiting Teams in Pollok and Thornliebank decided to use IT solutions to allow face-to-face contact with families – with new mums being supported through a 'virtual' baby group. The online support group was trialled over eight weeks to make sure that families engaged and felt it was beneficial.

Community Nursery Nurses Kirsty Burns and Charlotte Muir (photographed) played a key role in making the project a success for new mums registered with GP practices in Pollok and Thornliebank.

Kirsty said: "Prior to the pandemic Charlotte and I delivered a face-to-face baby club consisting of an eight week programme of baby massage and weekly talks.

"Delivering a 'virtual' group was a steep learning curve to get the group up and running. We had to learn many new things including: how to use Microsoft Teams; convert slides to use on the Teams app; add evaluation forms; send out invites to access live streams and links.

"We also had to learn how to conduct practise sessions so that parents could see massage strokes clearly. And got colleagues involved to deliver sessions that mothers told us they wanted – our dental health support worker and health visitor delivered these sessions.

Kirsty added: "The feedback has been extremely positive. Mothers have told us they would never have attended a baby massage group during lockdown restrictions due to issues with travelling, child care and anxiety issues."

Karin O'Hagan, Service Manager said: "The teams at Pollok and Thornliebank are proud of how Kirsty and Charlotte adapted their

practice to meet the needs of their families in these challenging times.

"The Virtual baby club has allowed mothers to continue to socially interact as well as get important health information.

"Our staff have worked incredibly hard to continue to support child health and development as well as parental wellbeing throughout this challenging period. We now plan to maintain and roll out this service to the whole of the south sector. This will allow us to continue to deliver on our strategic goals in relation to early intervention, prevention and providing greater self-determination and choice for our families."

Got a story to share, a colleague to thank or a photograph to publish?

We'd like to hear **from you!**

Insider@glasgow.gov.uk



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Make a tax-free donation to your favourite charity



Feeling the heat? Check out this cool offer from StC. Not only are Payroll Giving donations **tax-free** but you could win an additional **£50** for your charity with StC prize draw during July and August. Now that's a sweet deal.

Sign up [here](#)

We're still recruiting

Current vacancies

- Internal vacancies are on [myjobscotland](#).
- For vacancies in home care, facilities management and catering click [here](#).

Follow us @GlasgowCC on Twitter or Glasgow City Council on Facebook

Covid-19 Renewal Programme

KEEP UPDATED

at all times on the website

www.glasgow.gov.uk/staffupdates

