

# STAFF NEWS



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5 October 2020

## Message from the Chief Executive

It is a little while since I last had the opportunity to get in touch - in this format, at least – and there are two things I want to say to everyone across the whole Glasgow family.

Firstly, I hope that you and those close to you are well, or as well as you can be in these extraordinary circumstances.

And I want to thank you for everything you have done to help keep your community and our city safe. The weeks and months since March have been like nothing anyone working in our public services has experienced before.

Many of you will have been visible in our communities throughout the crisis – and I hope you have been able to value the gratitude that so many of your fellow Glaswegians have felt for the job that you do.

But I also want to recognise those who have turned their homes into workplaces; the hundreds of you who volunteered to take on new and, in some cases, extraordinarily challenging roles, and those who, through no fault of your own, have found it difficult to do your regular job.

None of this has been easy. So, I know that, when we think of our colleagues, we will all take the time to remember that their experience of the last six or seven months hasn't necessarily been the same as ours. They may have struggled with things we found it easy to adjust to – and, equally, found ways of coping with aspects of work and life that we have not.

Most obviously, some of us will have become unwell - or experienced the worry of a close family member or friend suffering ill health. Some of us will even have lost someone important in our lives.

Even if they have not had direct experience of the virus, many of our colleagues will have found the disruption to their everyday lives extremely difficult.

These are things we should remember – and can learn from – as we set about what could be a long process of recovery and renewal.

As we think about our role in that future, however, we have to remember that coronavirus is not yet part of the past.

Rising cases have meant the introduction of new restrictions, both locally and at a national level, and it is generally understood that the winter months - when we naturally spend more time indoors; other viruses like flu are more prevalent, and health services are under most pressure – are a critical period.

So, whatever our role in the city's response to coronavirus and its recovery from it, we still all have the same responsibility to our families and communities. To be safe and to keep others safe.

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That means wearing a mask or face covering; avoiding crowded places; following rules on physical distancing, and practicing good hygiene – and, in particular, washing our hands thoroughly and regularly.

Do not meet people from any other households in your home, or anyone else's – unless you have decided to form an extended household

Outdoors or in public places, a maximum of six people from two households can meet – but you should still limit the total number of households you meet in a day.

If you can, download and use the Protect Scotland app.

If you have COVID-19 symptoms, self-isolate and book a test.

Our contribution to the nation's recovery is and will remain vital. Thank you again for everything you have done so far.

Annemarie O'Donnell  
Chief Executive

### Join us for the launch of Glasgow Hate Crime Awareness Week



# Support to Report



Don't stay silent about hate crime.

**Have you ever wondered what hate crime means? Do you hear the term used but are not sure what it is?**

Glasgow Hate Crime Awareness Week begins on October 18 and we are launching the campaign this year with our first ever online event - **Glasgow is no Place for Hate**.

This event is for anyone who wants to find out more about hate crime, what it is, what we can do about it and how we can come together to make Glasgow an even better place where everyone is respected and lives in safety. We will look at all forms of hate crime but with an emphasis on disability hate crime.

**Join us online for the launch:**

➤ on **Monday 19 October from 2pm to 3.30pm.**

The launch event features:

- film from **Glasgow Disability Alliance's Purple Poncho Players**, who use music, comedy and drama to share experiences of disability
- performances of the best entries from **Glasgow schools poetry competition** on the topic of disability hate crime
- a live question and answer session with **Police Scotland** and the **Procurator Fiscal**
- a chance to **find out more** about hate crime.

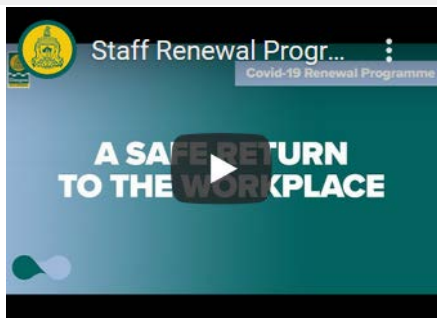
**Please join us in making Glasgow No Place for Hate in 2020.**

Register [here](#)

### Keeping staff connected - access to streaming services

During these extraordinary times the council is continuing to provide IT solutions which enable teams to keep in touch, facilitate council decision making processes, work remotely, access distance learning, and communicate better with each other.

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We have seen the introduction of Microsoft Teams in key areas of the business providing staff with the ability to meet virtually and in line with core IT policies. Alongside this IT solutions, such as Webmail, have also been rolled out to staff who don't have a council mobile device, to enable them to stay connected and informed by using their own personal IT equipment.

**Kenny Meechan, Head of Information and Data Protection Officer, explains:** "Recently, due to demand from within the business and structural improvements in our IT network, we have been able to facilitate access to streaming services for business purposes, such as YouTube, for all staff with internet access."

"Previously, streaming services connectivity was only possible by submitting a formal application form through your line manager. Due to the recent increase in use of streaming services to visually communicate key information, this function will be of great benefit to our council communication teams to help them keep staff updated and informed. Please be aware that use of this function is routinely monitored in line with our core [Acceptable Use of IT Policy](#) and it **should not be used for personal non-business use activity.**"

**Fiona Lockhart, Business Development Manager, Glasgow City Health and Social Care Partnership** explains how they use streaming services to deliver key messages. "Throughout lockdown HSCP Senior Managers have issued personal video messages to update staff and key partner organisations on work within their services and to thank them for all their work during very difficult times. Having direct access to streaming services from a council device will now offer us greater flexibility in engaging and delivering messages to our staff."

"Our Children's Residential Services are also benefitting from this change as it is now allowing staff easy access to important training videos. They are now also able to take part in a research project being undertaken by the University of Edinburgh in relation to Neurodevelopmental Trauma."

#### **Acceptable Use of our IT facilities**

Our use of IT is governed by our [Acceptable Use of IT Policy](#).

**Kenny** continues: "All staff should familiarise themselves with our Acceptable Use of IT Policy as it not only sets out the 'do's' and 'don'ts' on how to use our IT facilities but it also offers good practice guidance on how to help keep our staff, citizens and our systems safe in the cyber world we live and work in."

"Staff are reminded that in line with our policy, you **should not use streaming services for personal non-related business activity.** Appropriate action will be taken against any member of staff who abuses and breaches our IT policy and this may include disciplinary action, up to, and including, dismissal."

If you do not currently have access to [Connect](#) to view the policy please speak to your line manager.

**Summer Interns 2021 – do you need help with a project?**



**Your turn to shine!**

Services and ALEOs are invited to submit proposals for the **2021 Summer Internship Programme**.

Do you have a new developmental piece of work that your team requires to do that could be carried out by an HND or undergraduate intern over 12 weeks?

Heads of Service have been contacted seeking their support for the programme. They have been issued with full details, in particular the types of projects being sought, programme details and timetables.

The Summer Internship Programme is managed by Economic Development in **Development and Regeneration Services (DRS)**.

**Mike McNally, Group Manager, Employment and Strategy** said: "The programme has been really successful. Since 2011 over 200 students have been given the opportunity to work with us for 12 weeks over the summer. "It's a great opportunity for the interns who - supported by a mentor and project manager – carry out a meaningful project in a real work environment which really enhances their employability prospects. The benefit to the team is that an identified business requirement is developed by an enthusiastic intern sharing fresh ideas, which can also result in the development of new skills by team members. It really is a win: win situation!

"Due to COVID 19, the 2020 programme needed to be postponed just at the recruitment stage. However, we'll be contacting those project managers to see if they want to be included in next year's programme."

#### **How to submit an idea**

If you have an idea for a business need project that could benefit from an extra pair of hands, and would give an intern a meaningful work experience within the council family, please discuss with your manager. Submissions should be submitted by managers **by Friday 06 November at 12pm**.

#### **More information**

Further details on the programme and how to submit a proposal can be found on [Connect](#)

You can also view a video highlighting the programme on [youtube](#).

#### **Black History Month – October 2020**



# CELEBRATING BLACK HISTORY MONTH

The Coalition for Racial Equality and Rights (CRER) co-ordinated the first Black History Month programme in Scotland 19 years ago, and in recent years, Black History Month has gone from strength to strength, with partners across community, voluntary and public sectors contributing dozens of events every October. Last year's programme included over 60 events, spanning cinema, exhibitions, radio shows, art, poetry, walking tours, debate, theatre, science and dance.

This year has been a challenging one for all of the organisations who take part in Black History Month, including CRER. However, in the spirit of quality, not quantity, they have assembled a fantastic range of events. Scotland's Black History Month 2020 is live, with listings, resources and more information available at <https://www.blackhistorymonthscotland.org/whats-on>

#### **Your Wellbeing – wear pink to support breast cancer awareness month**



**October is Breast Cancer Awareness Month** - a worldwide annual campaign to highlight the importance of breast awareness, education and research.

During Breast Cancer Awareness Month, the aim is to get as many people as possible involved in raising awareness and funds to help support our life-saving research and life-changing support.

This Breast Cancer Awareness Month do something great - make life-saving research happen by supporting **wear it pink on 23 October**: <https://www.wearitpink.org/signup>

Find out about the signs and symptoms, how to do a breast check, and where to get support on the [Breast Cancer Now website](#).



#### 'Do one thing' to support your mental health – World Mental Health Day, 10 October



**World Mental Health Day 2020** is coming up on the 10 October, and is the most important one yet.

This year has been a tough one for us all. The months of lockdown and loss have had a huge impact on our mental health.

So on World Mental Health Day this year, the Mental Health Foundation are calling on us all to '**do one thing**' on the day that's good for our mental health - whether it's going for a walk, learning a new skill, taking the first steps to getting support, or reaching out to someone else.

**Visit their website for more information** and how to get involved: <https://www.mind.org.uk/get-involved/world-mental-health-day-2020/>



#### Building Better Mental Health webinar



A pre-recorded webinar on 'Building Better Mental Health' will be available on the Workplace Options website **from Friday 9 October**.

- Learn about the importance of managing your mental health
- Understand the impact of self-stigma
- Discover ways to combat negative thoughts
- Explore practical ways to optimise levels of mental wellbeing

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- Consider ways to utilise the resources and support available
- Develop a plan for positive change

**Join the Webinar** - To get started phone or login to Workplace Options from 9 October. Visit [Connect to access our council login details](#). If you do not currently have access to Connect please ask your manager to provide these details to you.

Freephone: **0800 247 1100** visit [www.workplaceoptions.com](http://www.workplaceoptions.com)

**Sign up now for the virtual Autumn Walking Challenge 2020**

# active>>staff Walking Challenge Autumn 2020

## Monday 12 October - Monday 09 November

The council is once again supporting this annual four week challenge organised by our colleagues at NHS Greater Glasgow and Clyde (NHSGGC).

The four week challenge begins on **Monday 12 October** – [register now](#).

Teams of up to five members of staff from across the council family are invited to take part in this fun event which will see you walk 1010 kilometres, from Salamanca to Grenada in Spain.

### Steps make prizes

In addition to prizes being offered by the organisers, we'll also award prizes to our top three teams.

### Share your story along the way

We'd love to hear about your progress in the challenge. If you have a fun story or an achievement you'd like to share, please email details along with your name and contact details – and any relevant photograph - to [YourHealthandWellbeing@glasgow.gov.uk](mailto:YourHealthandWellbeing@glasgow.gov.uk)

Here's all you need to know to get started.

### What is the Walking Challenge?

It couldn't be simpler! Form or join a team of up to 5 colleagues, count your steps over a four week period using our smartphone app, your pedometer / Fitbit etc, track your progress across our virtual route, enjoy getting active and some friendly competition with your colleagues.

### What is the route?

From Salamanca to Grenada you will cover 1010 kilometres, virtually, over the Spanish countryside visiting some of Spain's medieval towns, spotting some great architecture and passing through the capital Madrid on the way.

### How do I get involved?

To register follow the instructions at <https://activestaff.worldwalking.co.uk/> Once you are registered you can either create or join a team of up to five colleagues.

### I have taken part in Walking Challenges in the past, do I need to re-register?

Yes. We no longer have details from previous challenges so everyone will need to re-register.

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### I have a question on the Walking Challenge and /or COVID-19 guidance

Why not check if it can be answered on our [Help](#) or have a look at our [Hints, tips and other bits](#) ? If we haven't then please get in touch at [walking.challenge@ggc.scot.nhs.uk](mailto:walking.challenge@ggc.scot.nhs.uk)

**Remember to follow the social distance guidelines when getting your steps in.**

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**

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

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