

STAFF NEWS



www.glasgow.gov.uk/staffupdates

26 October 2020

Active Travel Launch 'Tik Tok' competition



Join the #GlasgowTravelTeam

Get on your bike, walk,
wheel or scoot to school
this autumn and get active!



More information at glasgow.gov.uk/ActiveTravelCompetition

Neighbourhood and Sustainability's Road Safety team are encouraging families to ditch the car and join the **#GlasgowTravelTeam** by getting on their bike to travel to school, work and play this autumn.

Working alongside the council's digital team and in partnership with Clyde 1, a competition launches today on social media app 'Tik Tok', which promotes walking, cycling, scooting or skipping to school. To get involved, video entries showing active travel to or from school should be uploaded to TikTok using **#GlasgowTravelTeam**. There are a host of prizes up for grabs for the best videos.

George Cairns, Road Safety Development Officer said: "The benefits of active travel for children and families are plentiful. It improves overall health and well-being and has been shown to improve academic performance as kids come to school fully alert. It also helps to increase road safety awareness and reduces congestion and pollution in our neighbourhoods.

"We are delighted to be running this promotion and have also teamed up with Clyde 1 who will be helping us to promote the active travel message on air. Their presenters George Bowie and Gary Spence have also agreed to give up their cars and cycle to work for a week to encourage families and school kids to do the same."

More information

Visit www.glasgow.gov.uk/activetravelcompetition

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Health and safety at work – protect yourself and others

The health and safety of our workforce and citizens is paramount as we continue to deliver vital services for Glasgow during this pandemic and following the latest government's guidance to suppress the spread of the virus.

Our workplaces and working arrangements are now very different while we need to stay physically distant. The capacity in our buildings has been reduced to maintain physical distancing which means that fewer people can return to the workplace. The government advice is still, those who can work from home should continue to do so.

Workplace risk assessments have been carried out in consultation with our trade union colleagues and these make sure that the appropriate safety measures including, cleaning and maintenance regimes, and physical distancing rules are in place to protect everyone.

Everyone now needs to wear a face covering at work in indoor communal areas (unless exempt), including areas like receptions, staff café hubs, kitchens, admin hubs, corridors, lifts. The workplace regulations on face covering are now available [here](#) and you can read the Scottish Government advice on face coverings [here](#).

You don't have to wear a face covering whilst working at your desk, eating or drinking, so long as physical distancing is being maintained. Wearing a face covering doesn't remove the need to maintain physical distancing of two metres, and physical distancing should be maintained where possible in all areas.

Please [watch the video](#) where Emma Rogers from the Health and Safety Team talks you through what to expect in the workplace.

Line managers are responsible for the health and safety of staff at work and they need to make sure that the actions in the relevant risk assessments and government guidance are followed.

It's your responsibility to protect yourself and others by following the government guidance and new workplace rules on staying safe. Remember FACTS for a safer Scotland.

Most importantly, if you have symptoms, you and your household should not leave home, you should self-isolate straight away. Tell your line manager as soon as possible.

Say if it's not okay. If you don't see the rules being followed then you should tell us. Talk to your line manager in the first instance or an HR advisor, managers should contact HR for advice, if required.

Keep updated at the dedicated coronavirus staff updates website at www.glasgow.gov.uk/staffupdates

Read the latest guidance from the Scottish Government at www.gov.scot/collections/coronavirus-covid-19-guidance



Remember Remember the five FACTS of November

This year is far from normal due to the current Covid-19 pandemic

It's not possible to meet up indoors - or in large groups outdoors - so the only thing you can do to keep safe this [Halloween](#) and [Bonfire Night](#) is stay at home.

To keep you and your community safe:

- Door-to-door guising should be avoided
- Please do not allow children or young people to touch, handle or set off fireworks
- Report anti-social behaviour to Police Scotland on **101** or **999** in an emergency
- Report flytipping and potential bonfire material to the council – **0141 287 9700**.

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- Report unauthorised bonfires or firework displays to the council, Police or Crimestoppers - **0800 555 111**

Every year the council works with partners in the Scottish Fire and Rescue Service (SFRS), Police Scotland and housing associations to engage with local residents and discourage people from attending unofficial local bonfires. This year that message is more important than ever.

Councillor Elaine McSporran, City Bonfire Champion, said: “As organised public fireworks displays will not go ahead this year for obvious reasons there is a real worry of an increase in unofficial bonfires within communities.

“Our number one priority is public safety and with organised displays cancelled this year, the concern is that people will turn to lighting fires and setting off fireworks themselves.

“We really need the support of everyone – and I’d like to think the majority of residents will stick to the guidance and do all they can to celebrate Halloween and Bonfire night safely.

“Should you become aware of unofficial bonfires being built within your communities please report it. We continue to work closely with all partners and local communities to ensure an effective multi-agency response is delivered and additional resources are deployed to minimise antisocial behaviour and the impact on communities.”

We are reminding everyone that it is against the law to:

- light a fire in a public place if it endangers any other person (or property) or gives them reasonable cause for alarm or annoyance.
- possess fireworks if you are under 18 years old.
- throw fireworks or to set them off in a public place.
- use fireworks between 11pm and 7am
- cause unnecessary suffering to animals.

The Strathclyde Fire and Rescue Service have produced a video which is being shared with school. You can view the video at <https://youtu.be/ZE6aBv5S9dl>

Information Security Essentials Course – 2020 to 2021



Our **Information Security Essentials Course for 2020 to 2021** is now available for you to take.

Our annual training course is developed to help all staff across the council family understand your role and responsibilities when handling information - to help protect our buildings, staff, data and citizens.

For example, every day information security tasks can include: wearing your security ID badge to access your workplace; taking a phone call; emailing a supplier or attending a meeting with a customer in their home.

Many of us are currently working in different ways and in different locations just now and the easiest and quickest way to take this refresher course is on GOLD - as it can be accessed from any device at any time. For example, you can access GOLD from your own device, at home at a time to suit your circumstances.

If you are unable to access GOLD your manager can supply you with an alternative format of this course.

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Please remember that this is a mandatory course for all council family staff and it must be taken each year to comply with our core IT policies.

To take the course on GOLD

- Use the link below to take the course in the Core/How to Handle Information section
http://tracking.brightwave.co.uk/Int/Glasgow/Login.aspx?category_id=92&programme_id=1361&course_id=66843
- You will need your SAP number and your login details
- For support on how to login to GOLD from home read our [Frequently Asked Questions](#)

If you don't have access to GOLD

- Please speak to your manager to access an alternative format of this course.

More information

- Visit [#SafeGlasgow](#) on Connect for more detailed information and support on how to keep your information and devices safe and secure.
- You can also read our [staff guidelines on how to work safely and securely from home](#)



How good are Glasgow's Places? Have your say

PlaceBuilder

How good are Glasgow's Places?

Join the conversation and have your say

A new **City Development Plan** is being prepared. Your views can help us improve our places. What things work, what could be better and what could change?

We are preparing a new **City Development Plan** and we would like to hear your views on what it should say.

Working with our partners, The Future Fox, we are hosting **an online engagement called Placebuilder** from **Wednesday 21 October until Friday 11 December 2020** to find out [How Good are Glasgow's Places?](#)

We want to understand the experiences and ideas of Glasgow's different neighbourhood communities on what they think works, what could be better and what they would like to see change. The new Plan will affect every neighbourhood in the Glasgow City Council Area and will guide how every part of the city should be developed in the future. We want this to be influenced by what you - the people of Glasgow, think about our city and what the local priorities for change are.

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Take part

Visit <https://placebuilder.io/glasgowplaces> . You can chose to answer questions about your own neighbourhood or tag the map to tell us about a specific issue of interest somewhere else.

We would like to hear from all age groups including from younger people, and all backgrounds, circumstances, and locations so the Plan can reflect Glasgow's diverse population. Understanding how everyday Glasgow works will help us create a Plan that leads to a better city experience as well as addressing the big issues we face like tackling climate change, helping to create more opportunities to work and improving health and wellbeing.

This consultation is the start of the process and we will be taking more opportunities to speak to specific groups and gain ideas as we progress. It will take a number of years to gather all of the information and other evidence before we are able to share a draft plan, but your comments and suggestions will help us prepare a Plan that reflects the priorities of all of Glasgow's communities.



Staff Volunteering Programme makes a difference

There's no doubt that staff across the council family pulled out all the stops to help support delivery of key services throughout the Covid-19 lockdown period.

Our corporate staff volunteering programme delivered from April to July attracted over 700 staff who were keen to take on new roles - often having to learn new skills, work in different locations and change their working hours.

Robert Anderson, Head of HR said: "It quickly became clear that we needed to find new ways of delivering essential services within public health, social care and education.

"We put in place a programme that would allow the voluntary redeployment of staff and the response from across the organisation was fantastic."

Robert added: "We established a Corporate Volunteering team who were responsible for establishing process and procedures, data management and reporting. They were also required to build new relationships with internal business customers to determine their volunteering needs, and to work with and support the volunteers themselves."

The programme resulted in:

- 730 employees including 17 councillors applied to the programme.
- 135 volunteers including 10 councillors were placed into posts.
- Volunteers were from every area of the Council Family, across all grades and job families.
- 142 posts identified in total over 14 unique volunteer roles with individuals taking up more than one placement.
- Working arrangements included home working, office work, driving, and working at various on-site locations (warehouse/recycling centres/care homes/parks).
- All roles involved assisting the citizens of Glasgow either indirectly or directly over the phone or in person.

Feedback from volunteers

Corporate HR recently surveyed the 135 staff who took up placements - with 56% responding The survey was also opened up to internal redeployees working in shielding.

Employee feedback highlights from all included:

- 90% were motivated to get involved to make a difference; some had no other meaningful work and some wished to gain new experience or for their own wellbeing.
- 86% felt supported in their placements through role induction and training.
- 87% felt they were supported with their mental health and wellbeing.
- 83% felt supported with safe systems of Health and Safety.
- Responders would like support with wellbeing to continue as they transition back to work.

Robert added: "As a result of the pandemic we were faced with a huge challenge which required quick and effective action in order to support the council's responsibility to provide vital services to city residents and to support the city's vulnerable groups.

"The evidence is that our corporate volunteer programme was successful. It is a tried and tested model that could be quickly implemented again should we face any similar challenges in the future as a result of any further government imposed lockdown or dramatically changing service demands."

Robert concluded: "I'd like to thank all the staff and councillors who volunteered, particularly those who took up new placements and provided key services. Thanks also managers for supporting the programme and working with fellow managers across the organisation to make sure we had the right people in place to do the jobs that needed to be done."

Volunteer now to make a difference – register now



Covid-19 Renewal Programme

**VOLUNTEERS NEEDED
TO HELP KEEP THE CITY RUNNING**

New opportunities available

If you can help support a key role - register here today.

As winter approaches, we're looking for more staff volunteers to help support critical service delivery. If you'd like to get involved, please get in touch.

- [Register now](#) at **My Job Scotland** now and we'll keep you updated on Covid-19 volunteer support roles.
- If you've already registered, there's no need to re-apply.
- Staff who are delivering key essential services specifically in Education and Social Care will not have access to volunteer roles - unless approved by your Service HR team.
- There's no requirement to have your own IT kit, just let your manager know you've put your name forward.

Staff who have made a difference volunteering

Two members of staff people who volunteered to take on new roles during lockdown are **Heather Campbell and Martyn Bonner**.

Heather is employed by **Glasgow Life** as the **High Performance Coach for Swimming** at the Glasgow School of Sport, based at Bellahouston Academy.



For the first three weeks of volunteering Heather's job was to deliver prescriptions to vulnerable people around the city. She was responsible for the collection of people's prescriptions from their regular pharmacy and then delivering to their homes.

When this role was no longer needed Heather took up a three day a week placement at **Tollcross Park Children's Animal Farm**. After a short induction, Heather worked with the Neighbourhoods and Sustainability team to help maintain social distancing and support safety measures at the facility – making it safe for staff and visitors.

Speaking about her experience **Heather** said: "I'm really glad that I volunteered. Both these roles suited the skills I use in my normal role since they were practical and involved working with people

"By volunteering I was able to support the council to deliver services; it also helped me personally. Taking on these roles got me out of the house and kept me busy which made me feel as though I was making a contribution. It also helped me to get through a difficult time and to

manage any anxiety or stress around the situation. I'd definitely do it again."

Martyn Bonner, normally a **Facilities Support Assistant at Neighbourhoods and Sustainability (NS)** also took on a volunteer role at **Tollcross Park Children's Animal Farm**.

Martyn worked at Tollcross for six weeks from June until mid July. His duties included: helping to keep people safe, ensuring two metre social distancing measures were adhered to, setting up barriers to signpost the one way system, topping up hand sanitisers, cleaning tables every 45 minutes.

Martyn said: "I found the work at Tollcross really interesting – completely different to what I normally do. I really enjoyed working with the staff there, dealing with visitors, and working with the animals.

"I'd definitely recommend volunteering to others - it made me feel useful and gave me a routine.

Skilled Blacksmiths team make Spaces for People on Kelvin Way



The council's **Blacksmiths Team** based within **Neighbourhoods and Sustainability**, recently applied their expertise to a high profile project to revise the road layout on Kelvin Way as part of Spaces for People; the programme that is providing extra space for people to walk, wheel and cycle during COVID-19.

To accommodate vehicle access into the recently re-opened Kelvingrove Art Gallery and Museum whilst making sure that Kelvin Way remains attractive to those out walking, wheeling and cycling; pop-up cycle lanes were installed along part of the route and decorative planters added.

Led by **Paul McCallum**, the Blacksmiths Team comprising of **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 style planters in place.

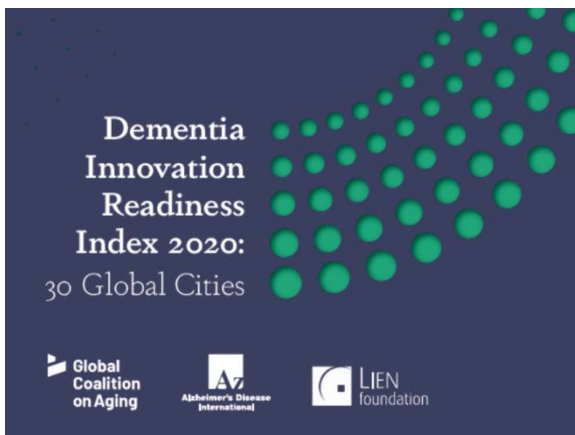
Paul McCallum, Assistant Supervisor (Blacksmiths) Neighbourhood and Sustainability said: "It's fair to say that this is not our normal type of work, however the team are highly skilled and experienced and so we were able to deliver what was required, on time and per the design, making sure that the road could be re-opened at the end of September as scheduled. We worked closely with other contractors to meet our deadline and it was rewarding for the blacksmiths to lend their expertise and play our part in a project that looks to provide safer spaces for people to during COVID-19."



This more structured approach to the use of Kelvin Way is expected to balance the needs of all road users and make sure that the space available is used appropriately.

Find out more about all the measures we've put in place across the city to create more Spaces for People on our [dedicated webpages](#).

Praise for Glasgow's world leading Dementia Strategy



[Glasgow's Dementia Strategy](#) has been hailed as world leading in a prestigious [global study](#).

The city ranked second out of 30 cities across the world for dementia innovation in a report by the Global Coalition of Aging (GCOA), Alzheimer's disease International (ADI) and the Lien Foundation.

Glasgow's [three year strategy](#) was developed by Glasgow City Health and Social Care Partnership (GCHSCP), in collaboration with Alzheimer Scotland, people with dementia, their families and carers. It was launched in 2016 with priorities including the provision of resources to enable people with dementia to continue living in the community, reducing stigma and increasing social engagement on the issue.

The global study highlights that Glasgow's dementia strategy "offers a template for cities looking to improve early detection and diagnosis", recognising that a diagnosis is a gateway to support for people with dementia, their carers and families in terms of treatment and care planning.

At an operational level, training has been provided for hundreds of people caring for loved ones with dementia at home; the city has a network of dementia cafes and support groups; link workers co-ordinate care for individuals; there is a Dementia Resource Centre in Bridgeton and short breaks are provided to offer carers respite.

Technology is also being used to help people remain as independent as possible - this can include sensors on doors and GPS trackers to ensure people who go missing can be found.

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Ann Cummings, GCHSCP Dementia Strategy 2016 lead said: "Glasgow's Dementia Strategy demonstrates the importance of the partnership working between Alzheimer's Scotland, Glasgow City Council and NHS Greater Glasgow and Clyde. Importantly, this has included facilitating the involvement of a range of people with dementia, their families and carers along with a wide range of other stakeholders to inform the key themes reflected in Glasgow's first Dementia Strategy."

Stephen Fitzpatrick, GCHSCP Assistant Chief Officer for Older People's Services said: "This recognition at an international level in a global study on dementia innovation is a massive achievement for Glasgow and is testament to what can be achieved by partnership working across social work, health and the third sector to improve health and social care services for people with dementia and their families."

More information

- Read the full story [here](#)
- View the Strategy [here](#)
- Read the full Innovation Index report [here](#)



Be kind to you



Are you struggling to remain positive or to recover from setbacks?

This is understandable and perfectly normal under the current circumstances.

Often we are so busy making sure everyone else is okay, that we forget to set aside time for the self-care and attention we need for our own wellbeing.

Whilst it's good to be kind to others, it's just as important to **be kind to you** - to make time for you, to think about what you need, and to ask for help if you need it.

Positivity and resiliency often require work, and sometimes outside support can provide you with a clear perspective and help you find a healthy balance.



Whatever you need, **Workplace Options, our Employee Assistance Provider** are **here to help** at any time, any day, for **free**.

- EAP helpline: **0800 247 1100**
- Bullying and Harassment: **0800 042 0135**
- LGBTI+ helpline: **0800 138 8725**
- BME helpline: **0800 288 4950**
- Email: assistance@workplaceoptions.com
- Website: www.workplaceoptions.com

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You can access the **Workplace Options information leaflet** and wallet card on Connect [here](#).

Mental Strength Workout Webinar

Learn skills and strategies that exercise the power of your mind and help to increase your mental strength during times of adversity.

Access the webinar - phone the EAP helpline **0800 247 1100** or visit www.workplaceoptions.com. Click on '**Members benefits website**' at the top of the page. Login using the details provided on Connect [here](#).

If you do not currently have access to Connect, please ask your manager to provide these details to you.

Aware Mindfulness Channel



Set aside some time for you to relax and unwind through the **free 10-minute mindfulness sessions** available on the Workplace Options 'Aware' Mindfulness Channel.

You can access these [here](#) - registering with your name and e-mail address.

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



Make a tax-free donation



Did you know you can donate to any UK registered charity with your Payroll Giving donation? It's the simple, safe and tax free way to support your chosen charity. You can give more for less and help your charity continue their vital work. Thank you to all those who already donate you are playing an essential part in keeping these charities open.

Click here <https://udon8.org/glasgowcitycouncil> and join the thousands of employees making a difference each payday. Your charity needs you!

We're still recruiting

Current vacancies

- Internal vacancies are on [myjobscotland](https://myjobscotland.gov.uk/).
- 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

