



Welcome to the 24 November 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



There is still time to share your views

Our existing [Staff Travel Plan](#) was developed in 2008 to help support and promote more sustainable commuting options to staff. These options also promoted better health and wellbeing and highlighted how you could reduce your carbon footprint and the environmental impact from individual car use.

We are now looking to develop a new Staff Travel Plan and we need your feedback.

Please take our quick Staff Travel Plan Survey and share your current travel patterns and choice of transport - when travelling to your workplace, and whilst at work. Your feedback is very important to help shape our new plan and help us identify alternative sustainable ways to commute, alongside appropriate travel measures - such as salary sacrifice schemes .

Take the survey today

- You have until **Friday 8 December 2023** to complete the survey
- You can [take the survey online](#)
- Please make sure that you answer all questions to submit your completed survey

Managers – please remind your staff without access to a computer at work, that they can complete the survey online from any device with an internet connection, or they can complete a paper version of the survey and return this to you for submission – visit www.glasgow.gov.uk/commuterchampions for all the details and a copy of the Managers' Briefing previously issued. More information at www.glasgow.gov.uk/commuterchampions

Managers' Briefings

The undernoted Managers' Briefing has been issued in November for managers to cascade the information to staff within their area of responsibility.

- You are our commuter champions: launching our Staff Travel Plan Survey
- New Pay and Grading Scheme FAQs
- Driving Awareness

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



National Hate Crime Awareness Week

National Hate Crime Awareness Week took place between 16 until 21 October and our 2023 campaign was Glasgow's biggest yet. You might have seen our advertising campaign on your screensaver, on the SPT Subway, or on BT Hubs around the city but awareness also needs to translate into action. We took our campaign to half term football camps and family museum days around the city to have vital conversations with families and young people about how to recognise and respond to hate crime. We were also delighted to partner with LEAP Sports to produce a [video](#) highlighting inclusive sports teams around the city who spoke about their experiences with hate crime and feeling excluded from sport. The week culminated in a half day conference at the City Chambers where services around the city offered their views on how to best support the victims of hate crime and encourage reporting.

If you want to find out more about Glasgow's approach to tackling hate crime, you can visit the new and improved website hatecrimeglasgow.org. You can also take our [Hate Crime Awareness GOLD course](#).

Hate Crime Policy Officer, Danni Glover says "Everybody who lives in, works in, and visits Glasgow deserve to exist free from prejudice and discrimination, and the right to seek justice when they've been victimised. Last year Glasgow saw a 10 percent increase on reports of hate crime from the previous year. Each hate crime is one too many. I would urge all staff to report any hate crime they experience or witness and take the GOLD course to ensure you have the best knowledge to support the people you work with. You can also take the [staff hate crime survey](#), to tell us more about what you think."



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.

- Tuesday 28 November, 11:30 am until 12 noon via MS Teams – [Sign up now](#)
- Wednesday 6 December, 3:30 pm until 4:00 pm, 40 John Street, G1 1JL – [Sign up now](#)
- 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



Drugs and Alcohol Awareness November

NRS People has previously worked in partnership with the Scottish Drug Forum (SDF) to help deliver Drug and Alcohol Policy Training to over 100 NRS Managers and Supervisors during early 2023. The SDF training team, Trish Dunlop and Graham Mackintosh were delighted to be able to once again offer further sessions to NRS. 1 hour sessions were facilitated over TEAMS for just under 80 PC facing staff and also in person delivery for 50 frontline staff. Both visits to Roads and Cleansing employees at Gartcraig and Queensie depots helped in raising awareness and provided staff with the opportunity to understand the impact of drugs and alcohol, help to remove the stigma of usage and where to find support and guidance should it be required.



- If you have an addiction, or are affected by someone who has an addiction, you can access free confidential advice and support by calling: 0808 196 9460 any time of the day or night, all year round
- Our Employee Assistance Provider (EAP) provides this independent support to any employee affected by addictions, it is confidential and free for you to access
- You can chat to a trained addictions advisor who will listen, talk things through with you and offer advice on the next steps you can take
- Our staff health and wellbeing handbook outlines a wealth of information, advice and support on gambling, alcohol and drugs
- Our staff health and wellbeing resources guide provides access to free resources such as posters, leaflets and factsheets on alcohol consumption and drug use

Should you require further information please contact william.holms@glasgow.gov.uk

Meet Your Colleagues

Kathleen Leitch, Senior Administration Officer, NRS Private Sector Housing Services

How long have you worked for the council?

38 years and since 1987 within NRS Private Sector Housing Services.

What do you do in your role?

Assisting homeowners access Council grant funding to maintain their tenement properties to preserve our built heritage as set out in the Council's Scheme of Assistance statement. This involves working with owners, landlords, property factors, surveyors, Housing Associations, Glasgow City Heritage Trust, and Building Standards colleagues.



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?

Witnessing the transformation of buildings following major repairs and dealing with all the individuals involved in the process which can, in some instances, take years to achieve.

What are the biggest challenges within your role?

Managing homeowner's expectations as Council resources are restricted to annual budgets which make planning a large-scale programme of repairs difficult.

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.

- **Getting Your Message Across: Delivering Effective Presentations**
Tuesday 28 November
9.30 am until 12.30pm





- **Developing Personal Accountability**
Wednesday 29 November
9.30 am until 4.30 pm
- **Managing Change and Building Personal Resilience**
Tuesday 5 December
9.30 am until 12.30 pm
- **Challenging Conversations**
Wednesday 6 December
9.30 am until 4.30 pm
- **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 ticket 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

Men's Mental Health - Bitesize Webinar (30 mins)

Tying in with international men's health month campaign 'Movember' – this session will highlight current statistics in relation to men's mental health and common mental health problems men may experience.

Session

Monday 27 November from 11.30 am to 12 noon on Teams

At the session you will:

- Gain an understanding the impact of stigma and toxic masculinity
- Explore contributors to poor mental health in men
- Find out what support options are available to signpost to

Suitable for anyone wanting to know more about men's mental health and the support available.

Sign up and join The session is run over MS Teams [sign up here](#) to join.

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

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.

- GLA11141 - Works Manager (2 Posts)
- GLA11146 - Assistant Group Manager (Parks)
- GLA11153 - Community Relations Officer
- GLA11158 - Security Officer
- GLA11159 - Project Officer (Sustainability)
- GLA11160 - Case Management Worker (Part Time)
- GLA11161 - Senior Clerical Assistant
- GLA11162 - Caledonian Women's Workers
- GLA11173 - LES Driver 3
- GLA11176 - Assistant Group Manager (City Deal and Public Realm)
- GLA11196 - Inspector (Vehicle)
- GLA11206 - LES Operative 3 City Operations

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



myjobscotland

General Interest

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



New Planning Guidance For Tall Buildings In City Centre Being Developed

Glasgow City Council is developing new planning guidance for tall buildings in the city centre which will guide decisions on their design and location.

A number of tall buildings in the city centre are currently either being constructed, have planning consent, or are proposed.

More applications for tall buildings are expected in future years as demand for housing and other uses in the city centre grows. In addition, the repurposing of existing city centre buildings will in some cases necessitate additional height to create more floorspace.

Opposing views are held on tall buildings, with supporters promoting their benefits in terms of increasing density, reducing urban sprawl and offering opportunities for refurbishment and reuse, and others suggesting they are unsustainable due to their consumption of energy and resources.

The new guidance aims to ensure that the appropriate development of tall buildings in Glasgow city centre - designed and built with care and innovation and complemented by low and medium-impact development - make the area more liveable, sustainable and diverse as it grows.

The work to develop this guidance will look at the experience of other cities; examine the topography of the city centre to assess which areas would be most affected by tall buildings; and consider how such buildings contribute to an urban planning strategy that balances economic, environmental, social and cultural aspects.

Council officers held a special meeting of the Glasgow Design Panel - with architects, designers, developers and civic and heritage bodies in attendance - to consider the topic as part of the work on the guidance.

Public consultation on tall building planning guidance will begin in Spring 2024.

A tall building is defined as a building (including roof top structures and masts) that significantly exceeds general building heights in the immediate vicinity and which alters the skyline.



A Vision and Plan for the Golden Z, A Creative Innovation District

Following the recent announcement of The National Lottery Heritage Fund Heritage Places initiative, Glasgow Life, in partnership with Glasgow City Council, is preparing an initial bid to resource the development of a framework and action plan that will bring together creative and culture organisations, local communities, and the city to collaborate on a vision for Sauchiehall Street.

This will lead to a long-term culture and heritage-led approach to the development of Sauchiehall Street as a creative innovation district, building on its world class assets and international fame as a hub for culture, music, film and entertainment.

An initial workshop will be held for creative, cultural and heritage organisations and businesses which are based on and around Sauchiehall Street on Tuesday 12 December 2023 at CCA. The workshop will be informed by, and respond to, previous consultations around Glasgow City Centre and, in particular, 'A Vision and Plan for the Golden Z' which encompasses Sauchiehall Street.

For more information please email AMCV@glasgowlife.org.uk.



Public Urged To Turn Trash into Cash with Exciting New Litter Lotto

People in Glasgow are invited to turn trash into cash with the launch of the city's exciting new LitterLotto.

A monthly prize of £100 is up for grabs in the city's innovative new initiative to encourage more people to bin their litter.

To enter, people aged 18 and over must download the free LitterLotto app to their mobile and upload photos of themselves binning rubbish in a council street bin via the app's camera function. Each month, a prize draw will see one lucky person chosen at random win a cash prize.

People can enter as many times as they like, as long as it's different litter each time being deposited into a Glasgow City Council street bin. Putting rubbish in household waste doesn't count! Leaving litter beside or on top of a bin does not qualify and if a bin is full, please find another nearby. If a blue recycling street bin is close by, please use it for anything recyclable.

Glasgow City Council is trialling LitterLotto for a year, in partnership with Keep Scotland Beautiful(KSB), to encourage more people to develop good habits.

As well as the monthly Glasgow cash prize, entrants will also be entered into a national draw for KSB's monthly £200 LitterLotto prize and LitterLotto's weekly £1000 UK-wide prize. Anyone aged 18 and over can enter if they bin a piece of litter in the city or submit a photo during an organised litter pick. The winners will be chosen at random by LitterLotto.

Participants can also collect virtual coins which are hidden in locations around the city and which can be exchanged for prizes within the app.

LitterLotto is already used by local authorities in England. South Ayrshire Council in Scotland also recently joined forces with LitterLotto to encourage behavioural change in their area. KSB has been running a Scotland-wide LitterLotto draw for over a year.

Full details of Glasgow's LitterLotto can be found at www.glasgow.gov.uk/litterlotto

Download the free LitterLotto app from the App store and Google Play to participate and be in with a chance of turning trash into cash.

litterlotto



Eastgate Christmas Speed Quiz with Quizmaster Sean

On Wednesday 20 December 2023 there will be a quiz in Eastgate from 12.30pm until 1.30pm in the Emergency Planning Room.

Help to raise money for the Cash for Kids charity.

Entries are £10 per team.

To register your team, please email NRSAnnouncements@glasgow.gov.uk

Each team will require to use a mobile phone / tablet (personal device) to play this fun and interactive Quiz!

Get in Touch

If you have any information you would like to share through this fortnightly email, please get in touch with the NRS Promotions and Engagement Team.

[Click here to Send us an Email](#)