



Welcome to the 28 April 2023 edition of the Neighbourhoods, Regeneration and Sustainability E-News. 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.

For Action

Important Messages that require Action



New Room Booking System

The new system to book rooms in council buildings and other assets is now live.

This system has similar functionality to FM Easy but it will look different. There are a few things you need to be aware of:

To use the new booking system, everyone must sign in once with a council email address. You can only schedule meetings for up to a year in advance. You can only make recurring bookings that have a recurrence of 4 weeks or less for example - a monthly meeting or 6 weekly meetings will need to be booked as single bookings you'll receive email reminders about your bookings. If you book meetings on behalf of someone else then you should do so in your name so that you can change or edit the booking, if required.



Booking Hybrid Rooms

Hybrid rooms are now on the new system and they can also continue to be booked in Outlook, as before.

Support for you

The system should be easy to use, there is a guide that you can read for more detailed information, you'll find this on [Connect here](#).

The booking system is on the same [Connect page here](#) and also appears in the quick links.

If you experience any problems with the new system you should report this to CGI in the usual way.



Pending PROTECT Duty (Martyn's Law) - REMINDER

On 19 December 2022, the UK Government announced the foundational policy elements that will form the basis of the upcoming Protect Duty Bill, also known as Martyn's Law.

Martyn's Law will seek to improve the safety and security of citizens so they can enjoy public premises with a reduced fear of terrorism by improving protective security and organisational preparedness at a wide range of locations across the UK.

In preparation for the introduction of Martyn's Law all NRS pc facing staff are required to complete the **mandatory** Act Awareness training course on GOLD which comprises of seven modules, these are detailed below.

- Module 1: Introduction to Terrorism
- Module 2: Identifying Security Vulnerabilities
- Module 3: How to Identify and Respond to Suspicious Behaviour
- Module 4: How to Identify and Deal with a Suspicious Item
- Module 5: What to do in the Event of a Bomb Threat
- Module 6: How to Respond to a Firearms or Weapons Attack
- Module 7: Summary and Supporting Materials

The training course can be [accessed here](#). All pc facing staff must complete all modules no later than the **extended** completion date of **Friday 5 May 2023**.

Briefings in relation to Action Counters Terrorism (ACT) Training for non PC facing staff are currently in the

process of being created.

Managers' Briefings



The undernoted Managers' Briefings have been issued in April for managers to cascade the information to staff within their area of responsibility.

- Changes to Requesting Security Services
- HS Strategy Launch 2023
- NRS People Update - Survey

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's City Network for active travel

A street-by-street guide that shows how Glasgow's City Network for active travel will be built has been unveiled.

The final delivery plan for the City Network sets out in detail how the council will prioritise its effort to add almost 270km of safer, segregated active routes for walking, wheeling and cycling to 300km of existing routes in Glasgow. Areas of the city have been selected after considering factors such as deprivation statistics, pedestrian and cyclist injuries, whether cycling infrastructure is already in place, the amenities available in an area, population size and levels of car ownership.

With work on safer routes already advancing in places such as Byres Road, Sighthill, Barrowfield and Parkhead, the next phase of development will focus on areas in the north and south of Glasgow as well as Greater Govan. In a report to the council's Environment and Liveable Neighbourhoods City Policy Committee, a total of 77km of cycle ways and footpaths are expected to be built in these three areas that add to existing or emerging routes and create possible connections with neighbouring local authorities.

A total of five phases of design and construction work are anticipated between now and the early 2030s that will eventually ensure the City Network is easily accessible in all parts of the city. The final delivery plan for the City Network identifies all of the streets currently identified for inclusion in the network's route map. While precise routes may be subject to some change during detailed technical design work, the Delivery Plan indicates how the entire city will be served by safe, dedicated cycle infrastructure.

Plans for the North City network in the first phase of the delivery plan aim to develop 24 km of routes across areas such as Ruchill, Possil, Springburn, Royston and Blackhills. These routes will also connect with Sighthill and the new active travel bridge across the M8.

A further 33km of routes are planned for the South City network, which will add to successful work on the South and South West City Ways and extend into areas such as Pollokshields, Shawlands, Battlefield, Cathcart and Newlands. It is hoped the development of these can lead to connections with East Renfrewshire.

The first phase of the delivery plan also identifies almost 20km of potential routes in Greater Govan, which will take in long stretches of Govan Road, Paisley Road West and Shieldhall Road as well as parts of Cardonald and Craigton.

Full details of all the phases of proposed work contained in the City Network Final Delivery Plan can be [found here](#).

The [Travel Behaviour Change Strategy](#) aims to ensure the council gets the best return on investment in sustainable transport infrastructure by generating the conditions that encourage people to see walking, wheeling and cycling as the first choice for everyday, local journeys.

Women in Leadership Event with Sarah Shaw

Feminist urbanism in Glasgow: Good design for women is good...

The Glasgow City Council Women's Network are inviting all staff to our next Women in Leadership event in May.

We are delighted to announce that our first guest speaker of the year is Sarah Shaw, Head of Planning in Neighbourhoods, Regeneration and Sustainability. At this informal event, Sarah will be discussing her varied career path from studying Law to Policy Planning and sharing her experience of being a woman in leadership in the public sector.



We will find out more about what challenges Sarah has faced and hear more about the city's approach to Feminist Planning.

Sarah will talk about her recent work on Feminist Urbanism in Glasgow and the importance of approaching planning through a gendered lens: "I think the main thing to remember is that any good design for women is good design for everybody. It's universal design. It's not just for the women. It's just making sure that women's lived experience is being taken into account."

Event Details

Thursday 4 May 2023
12 noon to 1pm
This event will be held on MS Teams

Sign up to attend using the button below.

We hope you will be able to attend and, as always, if you have any suggestions or ideas for guest speakers or events just get in touch. See you at a networking event soon!

Corrin, Elaine and Sarah

[Click here to register your interest in the event](#)

Employee Assistance Provider Change

The council provides both Occupational Health (OH) and Employee Assistance Provisions (EAP) to support the Health and Wellbeing of our workforce. Our contract for both services ended on 13 April 2023. We have now agreed a new combined contract to allow us to continue to provide these services to staff.



- Occupational Health - our OH provider has been People Asset Management (PAM) since 2015. They have been re-awarded the contract and will continue to provide these services going forward
- Employee Assistance Provisions - from 14 April 2023 we are changing our EAP provider from Workplace Options across to People Asset Management (PAM)

Using PAM for one combined contract for both Occupational Health and Employee Assistance Provisions will make it much easier for staff to access all the support they need in the one place.

[Click here to watch the PAM Introduction on Youtube](#)

April to June Health and Wellbeing Training - Healthy Working Lives



Support Session	Date and Time
<p>Supporting Working Families This webinar is for managers, on supporting staff with children through the cost-of-living crisis. It provides information and sources of support on issues that particularly affect working families. Consideration will also be given to the cost of the working day and the role that managers can have in reducing this.</p>	<p>4 May and 13 June 10-11.30am Register here</p>
<p>Making the most of your money This webinar is aimed at anyone who wants to take control of their money and build confidence with money management. The session will be delivered by Glasgow Credit Union and includes budgeting tips, how the credit scoring system works, debt, borrowing and 'buy now, pay later'.</p>	<p>11 May 10-11.30am Register here</p>
<p>Managing staff with long term health conditions Delivered by an HR specialist, this webinar is suitable for employers and managers. This is designed to raise awareness of long-term health conditions including long Covid and understand the potential impact of these in the workplace. Covers legislation and best practice in supporting employees.</p>	<p>18 May and 21 June 10-11.30am Register here</p>
<p>Supporting Mental Health NHS 24 provides a suite of mental health services, including Breathing Space. Find out about their latest campaign 'You Matter, We Care – for better mental health in Scotland' and also resources including 'The Little Book of Caring Ways'.</p>	<p>25 May 10-11.30am Register here</p>
<p>Introduction to Domestic Renewable Technologies This workshop is delivered by Home Energy Scotland and introduces domestic renewable technologies available, how they work and benefit our homes. The session will also highlight what Scottish Government funding is available to install domestic renewable technologies and help to reduce our impact on the environment too.</p>	<p>8 June 10-11.30am Register here</p>
<p>Managing Alcohol and Drugs in the Workplace Classroom Session Alcohol Focus Scotland will provide an introduction to the impact of alcohol and drugs on Scottish society. The webinar will also provide specific guidance on how to address alcohol and drug related issues in the workplace.</p>	<p>20 June 9:30am-12:30pm Buchanan Street Glasgow Register here</p>

To sign up for any of the above Health and Wellbeing sessions click the register here link to go onto the partner event page and register your details.

NRS People

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



NRS People Team – April Visits



The NRS People Team, alongside members of the Service Leadership Team, have been visiting frontline service areas to support non PC facing staff access the survey throughout April and will continue into May. William Holms has been leading the NRS People Staff Survey for 2023 and has been delivering briefing sessions to employees across Cleansing, Parks and Roads Depots, encouraging employees to "Have Their Say". This is a fantastic opportunity for NRS Employees to engage and provide feedback in how they can have an impact, be heard, continue to be supported and be part of an inclusive and healthy workplace.

Members of the Senior Leadership Team are supporting and continuing to support these sessions personally as they are being delivered and are keen to hear what your ideas, actions and initiatives are and how they can be implemented in supporting our employees.

The Smart Survey will continue to be live until the 12 May 2023.

[NRS People Survey 2023](#)

NRS People Team – May Visits

Please see the below venues, dates and times for more information across the month of May:



Location	Date and Time
St Rollox Cleansing Depot	Tuesday 2 May 11am
Easter Queenslie Cleansing	Tuesday 2 May 1pm
Gartcraig Depot	Tuesday 2 May 4pm
Polmadie Commercial Cleansing Depot	Wednesday 3 May 10:45am
Anderston Cleansing Depot	Wednesday 3 May 1pm
Eastern Cleansing Depot	Wednesday 3 May 4pm
Polmadie Fleet Services	Thursday 4 May 11am
Kings Park	Thursday 4 May 1pm
Knightwood Park	Tuesday 9 May 11am
Victoria Park	Tuesday 9 May 1pm
Western Cleansing Depot	Wednesday 10 May 11am
Eastern Cleansing Depot	Wednesday 10 May 1pm
Greenfield Park	Wednesday 10 May 4pm

[NRS People Survey 2023](#)

NRS People – Have Your Say

Last year NRS adopted a new approach to our workforce engagement, named NRS People. We want NRS to be a great place to work. NRS People is focussed on communication and employee engagement, supporting your health and wellbeing at work as well as learning and career development opportunities.

Paul McGaulley, Strategic HR Manager for NRS said, "We know that the roles NRS deliver, play a vital part in keeping the city moving and thriving. We appreciate the effort and support of colleagues as well as the challenges that we continue to face and overcome. NRS People ensures we support the health and wellbeing of all our employees and look after one another in return."

Now is the opportunity once again, for all staff to have their say on everything that NRS People has delivered over the last year and how they want it to be delivered in the future.

Complete the survey now using the button below or visiting

<https://www.smartsurvey.co.uk/s/NRSPeople2023>

[NRS People Survey 2023](#)



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.

- GLA10275 - Advocacy Worker (ASSIST Children and Young People) – External
- GLA10277 - Group Manager (City Services, Events and Neighbourhood Liaison) – Internal NRS
- GLA10278 - Group Manager (Parks Operations) (Temporary for 1 year) – Internal NRS
- GLA10276 - LGV Driver/Labourer (Skips) (2 posts) – Internal GCC
- GLA10274 - Technician (Traffic and Road Safety) - External
- GLA10295 - Lead Advocate (ASSIST)
- GLA10299 - Security Officer/Chargehand
- GLA10307 - Assistant Group Manager (Street Lighting)
- GLA10309 - LGV Driver/Labourer (CRC)
- GLA10312 - Principal Officer (City Centre Avenues Programme)
- GLA10316 - Marketing Officer (Promotions and Engagement)
- GLA10317 - Assistant Group Manager (Landscape Design)
- GLA10318 - Head of Roads

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

Meet Your Colleagues

North West Neighbourhood Liaison Team

Martin Neill (Hillhead)
Lynne Halbert (Maryhill)
Kellie Ann Lawson (Drumchapel)
Baligh Shaar (Partick East/Kelvindale)
Fran Lundie (Canal)

What do you do in your role?

We mainly engage with local resident groups and stakeholders such as housing associations and community policing teams to tackle environmental and anti-social behaviour problems. We do this by bringing together colleagues from across all NRS departments and by working in partnership to problem solve local issues and ensure we get the right result for residents.

An important feature of the job is to work closely with Elected Members and keeping them updated in terms of issues across the Ward and, where appropriate, involved in the process.

What is your favourite part of your role?

Building positive working relationships with local residents and making them part of the process to sort a problem is very rewarding. A key part of our role is bringing the community with us and when a long running problem is finally resolved through teamwork and problem solving there is a great deal of fulfilment, and it is great to feel a real difference has been made.

A recent example of this is an environmental issue in Drumchapel, which is now resolved. A boundary fence along Station Road had been badly damaged due to theft because of the value of the material. This created space for consistent fly-tipping and led to regular road closures for clean ups etc. – all of which was a cyclical drain on resources for NRS. The local Neighbourhood Coordinator brought together partners from Roads, Blacksmiths, Cleansing, Parks, and the neighbouring local authority to agree on a long-term solution and action plan. The fencing was replaced, road closed, a deep clean carried out, overhanging vegetation removed and by working together with all relevant partners a great outcome for the community was achieved.

What are the biggest challenges within your role?

Managing expectations with the public in terms of what the Council can realistically deliver can be challenging however this is where regular contact and engagement pays off. Putting forward alternative ideas or suggesting new ways to tackle an issue can present several challenges however it is a lot easier to have difficult conversations when the relationships are in place. The same applies when we need to have these conversations with colleagues from across the service and external agencies.

At the end of the day everyone is usually working towards the same goal and wants what is best for our communities.



General Interest

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



Mary Is Leaving

Mary Khapun started her journey with Glasgow City Council over a year ago, undertaking a 6 month placement within the NRS Promotions and Engagement Team via the council's Horizon Programme and then in December secured a full time position within the team



Having left Ukraine due to the war, Mary arrived in Glasgow as part of the Government resettlement programme.

Very quickly, Mary became a real asset to the team. However, Mary has made the decision to re-join her family back in Ukraine.

Sean Hanlon, Operations Manager in NRS said " Mary will be sorely missed by our team. During her time she was able to use her lived experience to help create a welcome pack for other Ukrainian refugees housed in Glasgow"

Mary's last day will be Friday 12 May and any colleagues in the service who wish to mark Mary's time with the council are asked to contact [Allison Scott](#).



Glasgow Club - discounted membership offer for council family staff

All council family staff now qualify for a discounted Glasgow Club membership.

You can sign up to FitClub for just £10 per month instead of the standard rate of £27. If you already pay for a membership, you can apply for the discount and reduce your monthly fee. FitClub is Glasgow Club's most popular membership plan.

You can enjoy the following at all Glasgow Club venues:

- Unlimited Gym Sessions
- Unlimited access to all fitness classes (in-club and digital)
- Unlimited Swimming
- Free personal appointments with a qualified fitness instructor pay-as-you-go for other activities (for example, football, badminton)

Why not make a difference to your health and wellbeing and enjoy a saving too?

To sign up: Scan the QR code or use the button below.

Support - FAQs

What happens if I already pay for Glasgow Club membership? Follow the link and skip straight to completing the form. Here you'll provide your current membership or card ID and upload your latest payslip. The team at Glasgow Club will apply the discount so you can enjoy the £10 monthly rate. We plan to do this in time for your next payment. However, we're anticipating high demand so please allow up to 6 weeks for the change to take effect.

How soon will my membership start? And when do I pay? You can sign-up or apply for a discount on your existing membership as soon as you register at <https://myglasgow.club/gccstaff>

Your membership is immediately active. There's nothing to pay until the seventh of the following month. Payments continue on the seventh of each month until you cancel the direct debit with your bank. **NOTE:** your membership will become inactive if you don't upload a picture of your latest payslip to the staff membership page. As a result, you won't be able to access Glasgow Club activities.

Is this offer open to my family members too? No. This offer is only for those working at Glasgow Life, Glasgow City Council and our ALEOs.

Do I get discounts on court/pitch bookings with my staff membership? No. Only activities included in the FitClub membership.

Can I purchase annual membership instead of paying monthly? Staff membership is ONLY available on a monthly basis paid by Direct Debit.

I'm not quite ready to take out a membership can I join at a later date? Yes, if you're not ready to take advantage of the offer right now, you can apply in the future.

If you have any problems, please [contact the Glasgow Club team](#)

[Click here to visit the glasgow club webpages and sign up](#)

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](#)