



GLASGOW COMMUNITY
PLANNING PARTNERSHIP
www.glasgowcpp.org.uk

Glasgow Community Plan

Community Action Plan

2018 - 2020

Introduction

Glasgow Community Planning Partnership published the ten year Glasgow Community Plan in October 2017. This Community Action Plan should be treated as an appendix:

www.glasgowcpp.org.uk/communityplan

This action plan is not just the business of community planning partners as listed in the Community Empowerment (Scotland) Act but of everyone – organisations, communities, businesses, and public services that are committed to enabling Glasgow to continue to be a city of thriving communities and people. If you have an interest in working with us on any action plan please get in touch:

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Within the Glasgow Community Plan the Partnership states Inclusive Growth is our key objective, sets out our vision, focus and priority areas that we want to work on together to help Glasgow flourish.

Within this action plan there are strategies and plans that will be implemented by partners either individually or in conjunction with other partners. Where appropriate, there will be details on where partners can:

- Work collectively to add value to specific actions
- Reconfigure actions to add value to specific actions
- Identify gaps to add value with new actions

This action plan is by no means all the partnership work that will take place in and for the city. We will continue with our action plans for children's services, integration, community justice, alcohol and drugs, and many others that will continue to work alongside the Glasgow Community Plan.



Community Plan Priority (PA) / Focus Area (FA)	Glasgow Community Plan Commitment	Actions	What Difference This Will Make	Key Partnership Structure	Priority / Focus Lead	Equality Actions
Childcare (PA)	Increased childcare provision in those areas identified with limited childcare options. <i>Location within Glasgow Community Plan: Page 11</i>	Premises Open Space Identification Partners undertake an exercise to identify premises (including outdoor space) which may be suitable for Early Learning & Childcare, out of school care, or training. Particular focus will be on areas of the city where childcare options are limited/at capacity.	Through making best use of community assets, especially in areas where currently there is high childcare service demand, more parents/carers will have accessible childcare within their local communities. As a result, more parents/carers will have the opportunity to take up educational/training/employment opportunities, especially if these opportunities are linked to local community assets.	Early Learning & Childcare Board	David McClelland	All the identified property will meet required legislative requirements, in terms of accessibility etc.
Childcare (PA)	A mixed model of childcare provision provided by the Council, partnership nurseries, social enterprises and child-minders. <i>Location within Glasgow Community Plan: Page 11</i>	Workforce Planning The expansion of Early Learning & Childcare (ELC) will create an additional 1,150 jobs in the city when fully implemented in line with Scottish Government commitments. Partners will take into consideration the opportunities to reskill staff in their own organisation, interested in an ELC career, who may be displaced through workforce planning programmes. Learning can be shared from Glasgow City Council's successful redeployment and reskilling programme, which has offered displaced staff an opportunity to train as Child Development Officers.	This action will provide substantial skills development and an alternative employment opportunity for people at risk of unemployment.	Early Learning & Childcare Board	David McClelland	Increasing the diversity of the childcare workforce should be encouraged by CPP Partners when undertaking redeployment exercises e.g. GCC Education Service's initiative to secure more males working in childcare. Child Care Development Plans will have an equalities impact assessment and resultant equalities analysis of uptake of the additional child care place.
Childcare (PA)	Providers given information and support to help them expand their organisations' and link with others in the area. <i>Location within Glasgow Community Plan: Page 11</i>	Supporting Community Engagement Partners will align engagement approaches to ensure a complete evidence base in relation to Childcare facilities and services.	This action will align Childcare providers across the city. Coordinating service delivery will add to inclusive growth, by ensuring Childcare facilities across the city are able to meet the needs of a changing social mix of part time and full time employment, that's best suits employees and employers.	Early Learning & Childcare Board	David McClelland	Genuine community engagement with families and communities is essential in developing the workplan. This should target some groups to establish whether current childcare arrangements are able to meet their needs, e.g. lone parents and disabled parents.
Childcare (PA)	A mixed model of childcare provision provided by the Council, partnership nurseries, social enterprises and child-minders. <i>Location within Glasgow Community Plan: Page 11</i>	Develop Skills The expansion of Early Learning & Childcare (ELC) will create an additional 1,150 jobs in the city when fully implemented in line with Scottish Government commitments. This increased demand for skills and qualifications around Early Learning & Childcare will require partners who deliver or fund courses to reflect this in their programme or funding decisions. This will contribute to the pipeline of a future skilled workforce.	Increasing the provision and range of training and accredited courses will improve the skills profile of Glasgow's population in this sector, creating a better educated and more skilled workforce with the consequential improvements in service delivery.	Early Learning & Childcare Board	David McClelland	Partners should review the uptake of qualification courses to ensure the future skilled workforce is diverse, and should also look at access requirements to ensure barriers to engagement are reduced.
Childcare (PA)	Flexible and extended childcare hours that suit people's lives. <i>Location within Glasgow Community Plan: Page 11</i>	Employer Policies Partners will adopt childcare-friendly employment policies.	This action will provide more flexibility to parents/carers in meeting their childcare needs whilst in employment, thereby reducing their childcare costs.	Early Learning & Childcare Board	David McClelland	This equalities outcome will be reported through Equalities Mainstreaming reports of Community Planning Public Sector Partners.

Community Plan Priority (PA) / Focus Area (FA)	Glasgow Community Plan Commitment	Actions	What Difference This Will Make	Key Partnership Structure	Priority / Focus Lead	Equality Actions
Transport (PA)	<p>Develop a connected transport strategy for Glasgow which links people to shops, education, healthcare, jobs etc.</p> <p><i>Location within Glasgow Community Plan: Page 10</i></p>	<p>Transport Proof Policies</p> <p>Partners will ensure all policies, decisions and development consider ramifications and consequences in relation to transport.</p>	<p>This action will ensure all public policy considers the impact on the Cities Transport network. The measure will require the development of a Transport Impact Assessment to ensure clear consideration has been given to policy decisions which may have impact on Transport Policy prior to Policy approval.</p> <p>Continue to make use of the most appropriate community consultation/engagement tools such as the Place Standard, encouraging greater adoption amongst partners to engage residents in a meaningful dialogue about their local neighbourhoods, as well as social and health aspects of their communities.</p> <p>This measure will help ensure that Community Planning partners consider the impact that changes to service delivery and locational choice have on people's access to the public services and any consequential impacts on the City's transport network.</p>	TBC – Transport Subgroup	Bruce Kiloh	<p>In developing the Action Plans and Locality Plans, Community Planning Partners should specifically consider any actions they can take to improve people's access to public services. In undertaking transport accessibility analysis consideration will be given to the needs of people with protected characteristics, including issues around the safety, security, affordability and physical accessibility of people with protected characteristics on public transport.</p>
Transport (PA)	<p>Develop a connected transport strategy for Glasgow which links people to shops, education, healthcare, jobs etc.</p> <p><i>Location within Glasgow Community Plan: Page 10</i></p>	<p>Evidence base the new Regional Transport Strategy</p> <p>Partners will contribute evidence of local transport accessibility issues that can be included in the overall accessibility assessment of the Regional Transport Strategy, being undertaken by SPT. This assessment will include access to employment, education, healthcare etc. The ambition will be to develop more tailored cross-partner solutions to improve accessibility.</p>	<p>This action will draw on the range of available data sources to maximise the use of the existing transport network and consider the development of tailored transport solutions where the conventional transport offer is not available.</p>	TBC – Transport Subgroup	Bruce Kiloh	<p>As above, assessment should include partners & equality organisations.</p>

Community Plan Priority (PA) / Focus Area (FA)	Glasgow Community Plan Commitment	Actions	What Difference This Will Make	Key Partnership Structure	Priority / Focus Lead	Equality Actions
Economic Growth (FA)	Skills for All' and 'Linking Education To Employment Opportunities' aspect of Glasgow Economic Strategy. <i>Location within Glasgow Community Plan: Page 12</i>	Support the provision of Recognisable Qualifications within Employability Programmes Partners will provide entry level staff with accredited, transferable qualifications that can support staff in securing career employment.	Providing more people in work with transferable qualifications will result in more people with longer term career prospects, less people in the cycle of short term periods of employment and less people suffering in-work poverty.	Glasgow Economic Leadership Board, Glasgow Partnership for Economic Growth, Glasgow Skills and Employment Partnership	Sharon Thomson	Links should be made with the Inclusive Cities Steering Group.
Economic Growth (FA)	Skills for All' and 'Linking Education To Employment Opportunities' aspect of Glasgow Economic Strategy. <i>Location within Glasgow Community Plan: Page 12</i>	Recognisable Qualifications within Employability Programmes with the Opportunity to Achieve that, and way we can support them Partners will provide people who are being supported through employability Programmes with accredited, transferable qualifications that will support them to secure career employment.	This action will increase the employment prospects for those currently unemployed. This will impact not only in reducing unemployment but also tackle poverty, including in-work poverty.	Glasgow Economic Leadership Board, Glasgow Partnership for Economic Growth, Glasgow Skills and Employment Partnership	Sharon Thomson	Consideration needs to be given to & actions created for those furthest away from the job market and most likely to be underemployed e.g. young people, BME people and disabled people. Reducing the proportion of people with no qualifications.
Economic Growth (FA)	Ensuring employability support will focus on those furthest from the labour market, with more resources spent on preventing individuals from becoming long term unemployed. <i>Location within Glasgow Community Plan: Page 12</i>	Employees at Risk of Unemployment / Under Employment Partners will identify both the level and proximity of risk to unemployment across existing employees. This information will influence the development and targeting of employability interventions.	By focusing on maintaining/developing those employees currently at a higher risk of becoming unemployed, this action will reduce the number of people becoming unemployed.	Glasgow Economic Leadership Board, Glasgow Partnership for Economic Growth, Glasgow Skills and Employment Partnership	Sharon Thomson	Reducing in work poverty from those employed across the partnership.
Economic Growth (FA)	Ensure that Inclusive Growth is at the heart of city master planning. <i>Location within Glasgow Community Plan: Page 12</i>	Inclusive Growth Proof Policies Partners will ensure all policies, decisions and developments actively promote inclusive growth.	"Inclusive Growth for Glasgow is our key objective" (Glasgow Community Plan) and Inclusive Growth proofing of all Glasgow's strategic policies and decisions will indirectly impact on achieving the aims within Glasgow's Community Plan. The impact of this action will be determined by the success of the policies and decisions that have Inclusive Growth at its core.	Glasgow Economic Leadership Board, Glasgow Partnership for Economic Growth, Glasgow Skills and Employment Partnership	Sharon Thomson	An EQIA needs to be carried out on the Economic Growth workplan, to identify specific actions that will improve access for these furthest from the labour market and those who are more likely to experience poverty as part of structural inequality. These actions should be included in the workplan and engagement with a range of equalities organisations should be a key part of this process.
Economic Growth (FA)	Ensuring employability support will focus on those furthest from the labour market, with more resources spent on preventing individuals from becoming long term unemployed. <i>Location within Glasgow Community Plan: Page 12</i>	Scotland's Social Security Agency Partners will engage with Scotland's Social Security Agency / Department for Work & Pensions in relation to new jobs created in the City to support Scotland's new Social Security Agency. This is with a view to ensuring the opportunities offered by these jobs are available for Glaswegians furthest removed from the job market. Relevant Employability programmes should be considered to support this.	This action potentially provides substantial skills development and employment opportunities for people currently unemployed, including long term unemployed.	Glasgow Economic Leadership Board, Glasgow Partnership for Economic Growth, Glasgow Skills and Employment Partnership	Sharon Thomson	This should be linked with the DWP/What Works 'Building Connections' project which worked with BME organisations & the DWP to break down barriers and improve services. The model & learning from this has the potential to apply to other protected characteristic groups, who again are generally furthest from the labour market.

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Fairer More Equal Glasgow (FA)	Attitudes, Participation, Child Poverty, Work And Worth priorities within People Make Glasgow Fairer Strategy. <i>Location within Glasgow Community Plan: Page 17</i>	People Make Glasgow Fairer Hub Resources will be allocated by partners to develop an existing model of housing support for families affected by the Welfare Benefit Cap who live in the Private Rented Sector (PRS) into a multi-disciplinary team. Initial aim to support the remaining 200 families in the PRS who have been identified as being most severely affected by the benefit cap. This will test a new joined up way of working for partners with an aspiration to extend this model as the people Make Glasgow Fairer Hub to support other disadvantaged families at the earliest point of intervention with integrated holistic support.	This action will initially support c. 300 adults/children currently living in poverty from being further disadvantaged through the consequences of welfare reform. Measures will need to be put in place to evaluate the impact of this action on taking people/families out of poverty.	Poverty Leadership Panel, GCPP Equalities Working Group	Sandra McDermott	A social and economic demographic baseline assessment of the families to be targeted would help to shape the service the multi-disciplinary team or hub will deliver and inform outcomes and impact.
Fairer More Equal Glasgow (FA)	Attitudes, Participation, Child Poverty, Work And Worth priorities within People Make Glasgow Fairer Strategy. <i>Location within Glasgow Community Plan: Page 17</i>	Corporate Citizenship Partners will develop specific 'asks' for Glasgow's business community as a key part of Corporate Citizenship.	By business recognising what is important to low paid employees in increasing well paid secure employment, reducing underemployment, career progression by provision of in work training and flexibility within the work place. This action can realise the potential within the business community to support Tackling Poverty and Inclusive Growth by production of a skilled, prepared workforce, to meet the future needs of the business community which may fill skills shortages/prepare the city for new sector development.	Poverty Leadership Panel, GCPP Equalities Working Group	Sandra McDermott	Any plan should be reviewed using an EQIA. It should also tie into other strategies which are looking at the relationships with business and improving diversity outcomes e.g. Glasgow as an Inclusive City.
Fairer More Equal Glasgow (FA)	Attitudes, Participation, Child Poverty, Work And Worth priorities within People Make Glasgow Fairer Strategy. <i>Location within Glasgow Community Plan: Page 17</i>	Financial Inclusion Partners will provide access to Financial Inclusion support (direct and online) to employees and service users within their organisations. Support will focus on 3 aspects: - In-work poverty, in particular removing debt/money issues which act as a barrier to moving into employment - Financial capability support, providing good money management skills - Digital skills to reduce risk of sanctions in preparation for full rollout of Universal Credit in Glasgow	This action will provide support to people, either employed by or supported by partner agencies, who are most in need of Financial Support.	Poverty Leadership Panel, GCPP Equalities Working Group	Sandra McDermott	Equal access to services and equalities for protected characteristic groups will be identified via an EQIA. Particular groups identified include: - BME communities - Disability groups - Asylum seekers and refugees - Lone Parents The EQIA will be carried out in conjunction with Equality organisations and representative community groups.

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Resilient Communities (FA)	<p>Mental Health and Mental Wellbeing, and Social Isolation aspect of Glasgow Health & Inequalities Commission.</p> <p><i>Location within Glasgow Community Plan: Page 14</i></p>	<p>Refresh Glasgow Strategic Volunteering Framework</p> <p>Partners will closely engage throughout the refresh of Glasgow's Strategic Volunteering Framework, which has the potential to improve individual wellbeing and tackle social isolation. Volunteering has been shown to build community leadership, provide routes into the labour market, and support a more active city which ultimately empowers people and helps create the basis for inclusive growth. Partners will identify options to foster an environment which allow people to micro-volunteer (i.e. for shorter periods of time and on a less 'formal' footing).</p>	<p>Several Community Planning Partners have already achieved the Volunteering Charter Mark where Glasgow has already seen a growth in volunteering opportunities across Glasgow, including the volunteering opportunities generated from the European Championships in 2018. As a partnership we aim to have improvement across the partnership, where the charter mark can be achieved by more partners and thus continue to increase the number of Volunteering opportunities across the city.</p>	<p>Resilient Glasgow Steering Group Glasgow Community Learning and Development Strategic Partnership</p>	<p>Duncan Booker</p>	<p>There will be groups who find access to volunteering difficult for a number of reasons e.g. childcare, language, disability, but who have the potential to volunteer in a variety of ways. Consultation will take place with Equality organisations.</p>
Resilient Communities (FA)	<p>Implement Locality Plans ensuring we make best use of local facilities, people, skills, and our shared resources.</p> <p><i>Location within Glasgow Community Plan: Page 14</i></p>	<p>Thriving Places Community Assets</p> <p>We will consider all the premises owned by partners within Thriving Places that could support the Child Care expansion programme. This will have a particular focus on creating resilient communities and resilient organisations to serve them.</p>	<p>We will Support the 9 Thriving Places and Govanhill to know about the services and groups in their area and to support the communities to enable people to use these fully.</p>	<p>Resilient Glasgow Steering Group</p>	<p>Duncan Booker</p>	<p>The lead officer for each Locality Plan should set out how they plan to engage with equality groups to develop local outcomes. They can be supported in this by the Principal Officer within Democratic Services and by the CPP Equality Working Group members, who have experience and knowledge of equalities and who represent the interests of a wide range of diverse communities in Glasgow. It is also recommended that they participate in EQIA training to assist this process and that further equalities assessments are carried out on the ten locality plans. Linking Locality Planning with the Health & Inequalities workplan will support isolation, mental health and wellbeing at local community level.</p>
Resilient Communities (FA)	<p>Empowering Glaswegians' Strategic Pillar within Resilient Glasgow Strategy; promoting better connected communities, (including utilising opportunities offered by technology) and improving opportunities for people to contribute in their local area.</p> <p><i>Location within Glasgow Community Plan: Page 14</i></p>	<p>Community Participation</p> <p>Partners will utilise opportunities to tap into the strengths of the Community Learning & Development network and Registered Social Landlords with a view to developing the skills and confidence necessary to foster community participation and leadership.</p>	<p>With use of the most appropriate community consultation/engagement tools such as the Place Standard, we will encourage greater adoption amongst partners to engage Glaswegian residents in a meaningful dialogue about their local neighbourhoods, as well as social and health aspects of their communities.</p> <p>The outputs of such engagement will be used to help partners give local people a greater say in decision-making and to shape services and programmes that better meet community needs and ambitions.</p>	<p>Resilient Glasgow Steering Group, Glasgow Community Learning and Development Strategic Partnership</p>	<p>Duncan Booker</p>	<p>Any new programme of this nature would require an EQIA so that a diverse range of people from the community were engaged & able to participate.</p>

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Resilient Communities (FA)	<p>Mental Health and Mental Wellbeing, and Social Isolation aspect of Glasgow Health & Inequalities Commission.</p> <p><i>Location within Glasgow Community Plan: Page 14</i></p>	<p>Improved Transport Addressing Social Isolation</p> <p>Partners will seek to reduce social isolation, strengthen resilience and empower citizens by sharing knowledge and data, optimising the use of transport fleets, and promoting access to public transport, community transport and active travel opportunities.</p>	<p>This action seeks to include those socially isolated in the design and service delivery of transport across the city. A public consultation will identify where destination/origin of travel and where improvements may be made to transport methods and identify with the ambition to develop more tailored cross-partner solutions to improve accessibility for all.</p>	Resilient Glasgow Steering Group	Duncan Booker	<p>Links should be made with the Glasgow as an Inclusive City steering group who are looking at how qualifications of migrants and refugees are accredited in Scotland.</p> <p>In developing the Action Plans and Locality Plans, Community Planning Partners should specifically consider any actions they can take to improve people's access to public services. In undertaking transport accessibility analysis consideration will be given to the needs of people with protected characteristics including to issues around the safety, security, affordability and physical accessibility of people with protected characteristics on public partners.</p>
Resilient Communities (FA)	<p>Empowering Glaswegians' Strategic Pillar within Resilient Glasgow Strategy; promoting better connected communities, (including utilising opportunities offered by technology) and improving opportunities for people to contribute in their local area.</p> <p><i>Location within Glasgow Community Plan: Page 14</i></p>	<p>Health and Inequalities Commission</p> <p>Community Planning Partners will progress the Commission's recommendations relating to Mental Health and wellbeing, and social isolation.</p> <p>Progress against the recommendations is being tracked and will be reflected in future progress reports both for the Community Plan and other relevant strategies.</p>	<p>The outcome of this Action will be that fewer people in the city report feelings of isolation and loneliness. Consideration and Development of actions by the partnership will closely follow the relevant Health and Inequalities Commission recommendations.</p>	Resilient Glasgow Steering Group	Duncan Booker	<p>Isolation and loneliness are more likely to be experienced in more disadvantaged areas of the city. In addition certain groups are at a higher risk due to physical, language and attitudinal barriers. The nature of social isolation and loneliness needs to be considered alongside equality issues in the development of local outcomes.</p>