

PDC Thriving Places Steering Group

11th September 2018

At 10:00am

**Barrowfield Community Centre,
67 Yate Street, Glasgow, G31 4AQ**

Agenda

1. Alice Cassels and Paul Forrest (Big Lottery Fund Scotland)
2. Note of previous meeting of 1st June 2018 (attached).
3. Actions Arising from Previous Meeting (attached).
4. Equalities Briefing (attached).
5. PDC Thriving Places update (Verbal).
6. Action Plan Update / Priorities/ Quick Wins (Attached)
7. Budget Sub Group – Priorities Spend Profile 2018/19 (To Follow)
8. PDC Community Involvement Sub Group (Verbal).
9. Community Consultation and Asset Mapping (To Follow)
10. Community Safety and Environment Consultation (Verbal).
11. A.O.C.B
12. Date of next meeting. **Tuesday 6th November 2018**

Parkhead, Dalmarnock & Camlachie Thriving Place Steering Group

Note of meeting held on 1st June 2018 at 10:00am
in Barrowfield Community Centre, 67 Yale Street, Glasgow G31 4AQ

Present: Cllr Jennifer Layden, Chair (Glasgow City Council), Maisie O'Brien and Sandra Hendry (West of Scotland Housing Association), Derek Speirs, Martin Hawkins (GCC Partnership & Development), Nichola Brown (Glasgow City Health & Social Care Partnership), Nancy Clunie (Dalmarnock Primary School/Children's Neighbourhoods Scotland), Craig Green (Glasgow Kelvin College), Debbie McGowan and Isabelle Barnes (Voluntary Sector North East Glasgow), Niki Spence (Clyde Gateway), Martin Lundie (Community Safety Glasgow), Michael Ward (GCC Development & Regeneration Services), Craig Carenduff (Scottish Fire and Rescue Service), Caroline Darroch (GCC Education Services), Collett Carroll (GCC Land & Environmental Services).

Apologies: Cormac Quinn (GCC Corporate Policy), Andrew McMillan and Jonathan Pickering (GCC Partnership & Development), Lindsay Pratt (GCC DRS), Elaine Eaton (Police Scotland), Councillor Greg Hepburn (Glasgow City Council), Sue John (Glasgow Women's Library), Jackie Sunderland (Glasgow Life), Jamie Rodden (GCC Land & Environmental Services), Margaret Crawley (Glasgow Housing Association), Zoe Welsh (Jobs & Business Glasgow).

1. Note of previous meeting of 12th December 2017

The group approved the note of the previous meeting.

2. Actions Arising from Previous Meeting

The group noted the following actions that had been carried out since the previous meeting:

- Derek circulated a note regarding the resignation of the Community Organiser and the funding position with Thriving Places
- Andrew contacted those services/agencies identified in the minutes
- Martin established the Community Involvement sub group
- Andrew updated the Thriving Places structure diagram and circulated to the group
- Debbie discussed with the voluntary sector network the best way for the sector to be involved in the group. The consensus was that it would be better for third sector organisations to get involved in specific pieces of work rather than at the Steering Group, where Debbie would continue to represent the network
- Craig had arranged the development session with East Ayrshire Council regarding their approach to community engagement

Linda was unable to attend the meeting, so no update was provided on her discussions with partners about their commitment to PDC Thriving Places.

Updates on the action plan and the community involvement strategy were covered later in the agenda.

Nichola provided an update on the request for the registration information from Thriving Places activities to be collated and analysed. The information collection had not been as robust as anticipated but Sandra, Niki and Susie Heywood (HSCP) had been working with various Thriving Places projects to improve data collection and monitoring arrangements, including the use of the software package *Upshot*.

Actions: (i) Derek to contact Linda regarding an update on her discussions with partners.
(ii) Maisie/Sandra to provide an anonymised update to the next meeting on those attending Thriving Places projects/activities

3. Equalities Briefing

Cormac Quinn was unable to attend the meeting to discuss the Equalities Briefing which had been circulated earlier. Cllr Layden asked for this item to be placed on the agenda for the next meeting.

Action: Derek to invite Cormac to attend the next meeting.

4. Anchor Organisation/Community Organiser Update

(a) Maisie and Sandra provided a written update on behalf of WSHA, the Thriving Places anchor organisation, including

- An update on funding and recruitment for a Community Connector (formerly Community Organiser) and a lottery-funded Community Worker for Thriving Places
- A draft agreement between the funders and WSHA
- Details of a meeting involving anchor organisations from across the City
- Plans to update the Thriving Places action plan
- An operational update on the projects/activities supported through Thriving Places in PDC

The group noted the update.

It was suggested that, due to the delay in confirming funding for 2018/19, the group should not look to recruit a Community Connector at this point and use the funding more creatively to engage with residents. The group noted that we are already a third of the way through the financial year and if a Community Connector was appointed soon, there would still be an underspend on salary costs in 2018/19. Therefore, the group agreed to consider other, more creative ways to engage residents as was suggested, but also to go ahead with the recruitment process for a Community Connector (which would include the possibility of secondments) as we would be able to do both in 2018/19. The group also noted that the potential for longer term funding would be part of a review on the Integrated Grant Fund (IGF) in 2018/19.

(b) Derek provided a written report, which

- Confirmed that an agreement involving the anchor organisations from across the north east and the HSCP/GCC (the funders) had been drafted and with some minor changes, should be agreed soon. This would set out more clearly what was required of both funders and anchor organisations;
- Confirmed that a detailed work plan for the Community Connector post would be developed before any appointment and would be shared with the Steering Group, which would be able to update and amend the work plan in the future;
- Included the note of the first meeting of the Community Involvement sub group;
- Detailed the funding position and the decision-making process.

The group noted the report and agreed to the renaming of the dedicated Thriving Places post from Community Organiser to Community Connector.

Martin Hawkins spoke about the Community Involvement sub group meeting which was positive although a number of representatives were not able to attend. Around 12 people are interested in being involved in the group in the future.

The Steering Group noted that the PDC Locality Plan had to be updated by March 2019 and must show how local people had informed the plan. The group agreed that the Community Involvement sub-group should take the lead on ensuring that this happened.

Martin Lundie highlighted a community consultation on community safety and the environment which CSG were leading on. This would take place in Easterhouse Thriving Place initially but would be undertaken in PDC, hopefully in the Autumn of 2018. The group agreed to contribute £256 now towards the cost of producing material that would be available across the north east and also to consider other financial support nearer the time.

Actions: (i) Maisie/Derek/Nichola to provide an update at the next meeting on funding, recruitment and to provide the initial Community Connector work plan.
(ii) The community Involvement sub-group to consider how best to ensure the revised Locality Plan is directly informed by local people by March 2019.
(iii) Martin Lundie to update the group at the next meeting on the community safety and environment consultation.

5. Parkhead, Dalmarnock & Camlachie Action Plan.

Derek provided a written report on the development of the PDC action plan which reminded members that delivery of the detailed action plan and performance framework that was prepared following local consultation in 2015 had not been successful, for a range of reasons. The report highlighted a number of other activities and approaches that had been developed and delivered under the Thriving Places banner, or closely related activities of partners, that had led to a degree of confusion over priorities. They were

- Thriving Places action plan 2015
- Community Organiser (CO) work plan and other activities
- HSCP neighbourhood programmes
- The PDC Locality Plan
- Place Standard consultations
- 'Pick Parkhead' Charrette

The group agreed that there is a need to rationalise the various activities into one Thriving Places action plan with agreed priorities and timescales and that the Action Plan working group take the lead on this. Niki, Maisie, Nichola and Martin Lundie agreed to join the working group.

Collet spoke about a road safety survey that the Council would be conducting in the area in late August 2018 which would be similar in format to the community safety and environment consultation mentioned earlier. The group noted that good communication between partners was vital to ensure community engagement was co-ordinated.

Actions: (i) Derek to arrange a meeting of the action plan working group to produce one plan for consideration at the next meeting
(ii) the Community Involvement sub group to lead on arrangements for a comprehensive community engagement exercise across the PDC area, to begin in August 2018
(iii) all partners to ensure they communicate effectively regarding engagement activities

6. Draft Community Engagement Strategy

Martin Hawkins circulated copies of a draft Community Engagement Strategy for PDC. The Strategy was well received by the group and it was approved as a guide to community engagement across the Thriving Place, on the basis that the title and corresponding text be changed to 'Community Involvement' rather than community engagement.

Action: Martin to make the changes to text.

7. Overview of Health Improvement's Team Activity

Nichola provided a written report which covered the local Health Improvement Team's activities within the north east Thriving Places and highlighted activities which were part of their core provision and those which were Thriving Places activities.

The group thanked Nichola and noted the update.

8. Partner updates/AOB.

Cllr Layden referred to the Council's approval of 4 Participatory Budgeting pilots, one of which would cover the Calton Ward and would focus on addressing child poverty. Cllr Layden encouraged members to read the Council [report](#) for further information and undertook to keep this group informed.

Nichola highlighted a mental health programme that was being offered to each Thriving Places by the HSCP. There was no cost to participants and staff in partner organisations were able to take part. The programme would take place in November and Nichola would circulate information to partners.

Michael provided an update on the Inner East Strategic Development Framework (SDF) which was part of the Council's City Development Plan. The SDF boundary had still to be

finalised but it would include at least some of the PDC area and would be looking to identify the key strategic issues for the area – so there would be an opportunity for joint work and to share information with the steering group. Michael's colleague Lindsay Pratt would attend future meetings of the steering group to keep partners up-to-date.

Michael also referred to a request from Planning Aid Scotland to support their Bridging the Gap project which would focus on equipping young people with the skills and tools required to engage with town planning and learn about decision making. Michael thought there may be an opportunity for a school in a Thriving Places to be involved and would provide further information as it became available. Craig was keen for the College to support this initiative.

Craig highlighted the HNC Working with Communities that the College was providing and asked partners to invite any interested community organisations to contact him.

Niki highlighted the mapping exercise conducted by Children's Neighbourhoods Scotland within the PDC area and suggested the group discusses it at the next meeting.

Actions: (i) Cllr Layden to provide an update on the PB pilots at the next meeting
(ii) Nichola to circulate information on the HSCP mental health programme
(iii) Lindsay Pratt to provide an update on the development of the Inner East SDF
(iv) Michael to provide an update on the Bridging the Gap project
(v) discussion on Children's Neighbourhood Scotland's mapping exercise to be added to the next agenda

9. Date of next meeting

The group noted a change to the date of the next meeting which would now take place on Tuesday 7th August 2018 at 10am – venue to be confirmed.



PARKHEAD, DALMARNOCK
AND CAMLACHIE
THRIVING PLACE

Community Involvement Strategy 2018



Introduction

This is the Parkhead, Dalmarnock, Camlachie Thriving Places **Community Involvement Strategy**. It sets out the Thriving Places Partnership's commitment to involve the community. We want to define the ways in which we involve the community that will include the community at all levels, in order that any decision making, developments and improvements in Parkhead, Dalmarnock, Camlachie are influenced and informed by local people.

We also want to promote and inform the wider community of the Partnership's development, work and achievements, and also set out and define the ways that we wish to communicate with the community, in order that it is carried out in the most relevant, inclusive and effective manner.

It is vital to the success of Parkhead, Dalmarnock, Camlachie Thriving Places that we work in partnership with the community and adopt effective methods of engagement and involvement, so as to create workable ways of making improvements, addressing community issues, and changing the ways we work to address the needs of those communities.



About Parkhead, Dalmarnock, Camlachie Thriving Places

Thriving Places are areas in Glasgow where a new way of working is being put in place over a 10 year period. Local people will have greater opportunities to work with public sector organisations such as Glasgow City Council, Health & Social Care Partnership, Police, Fire and Rescue, Glasgow Life, Glasgow Colleges, Housing Associations, Community Safety Service, the Voluntary Sector (see pg.13), to improve their local area and their quality of life.

Organisations will work much more closely with each other and with communities to make the most of local skills and knowledge and ensure the land and buildings in the area are used effectively. Local people will have more of a say in how services are improved and delivered to residents.

Thriving Places activities will focus on people – raising aspirations and increasing self-confidence will be priorities, as well as developing more thriving communities where people are proud to live.

Every area is different, so this will be done in a way that suits local people. Progress will be measured over time so that we can learn from mistakes and successes and we will know what difference has been made.

The first steps will include speaking to local people about how they would like to see the area and their own circumstances improve, and how they can be part of that change. This will lead to better identification of community priorities, and actions that get results for local people.

Why we need an Involvement Strategy

- To involve local people as an equal partner in the work of Thriving Places
- To increase public awareness of Parkhead, Dalharnock, Camlachie Thriving Places
- To promote its vision, values and highlight its priorities and activities
- To inform people about how to get involved and how to feed their views into the Partnership
- To facilitate greater involvement of those hardest to reach Thriving Place areas
- To provide feedback on how the community's views are taken into account and to show accountability for decisions

- To highlight the importance of inclusion and outline the work of Thriving Places in tackling inequality
- To engage the community around the delivery of partner services, priorities and objectives
- To establish links with other community and voluntary organisations in order to share information and identify potential opportunities for community engagement and involvement
- To better promote our activities and successes
- To co-ordinate and join up the engagement with our partner organisations
- Will establish actions for improving the ways in which we engage, involve and communicate with Thriving Places communities, our partners and others and outline how we aim to measure and evaluate our progress.

What do we want to achieve?

The purpose of this strategy is:

“To develop a strong, involved, empowered and better informed community that is able to highlight issues, work in partnership, influence decision making and lead on community action and improvement.”

Understanding when the community is Involved and when it is Empowered

Community Involvement is about making sure people can participate in lots of different ways, at different levels on matters that have a direct influence on their lives.

What do we mean by Community?

‘Geographical Communities’ are area or neighbourhood based.

‘Communities of Identity’ as defined by those people who share a particular experience, interest or stake in an issue, or characteristics such as young people, older people, disabled people, ethnic groups, or lesbian, gay and bisexual people.

‘Communities of Interest’ where people share a particular experience or interest, which might include tenants and resident groups, allotment holders, people involved in environmental projects, or people who come together to use services such as parks, green spaces, or community buildings.

Community Empowerment is about enabling people to play an active role in their communities through involving and devolving decision-making and enabling and supporting communities to lead on community action.

Why involve the communities of Parkhead, Dalmarnock & Camlachie?

Parkhead, Dalmarnock, Camlachie Thriving Places Partnership believes that effective community involvement and empowerment can lead to:

- Better decision-making and problem-solving
- Active communities who are better able to address issues that matter to them
- People and communities feel their opinions are valued
- Supporting people to learn from each other, share information and develop new skills
- Tackling inequalities in services and community participation

- Trust between the community and local services
- Greater involvement in the democratic process

The Parkhead, Dalmarnock, Camlachie Thriving Places Partnership will use the following methods to involve and empower communities:

Communicating

Researching

Involving

Consulting

Devolving Decisions

Supporting
Community Action



Involving and Empowering Communities

Parkhead, Dalmarnock, Camlachie Thriving Places will do this by:

Communicating

Giving information about events, a decision, services available or changes to services using a variety of ways. (See Pg10)

Researching

Investigating or finding out something new about a service, an issue, an area or population in order to consider the best course of action that would make improvements or address the issue. This can include consultations, questionnaires, surveys and focus groups.

Involving

Include people in the work of the Partnership. This can involve building a working relationship with service providers and the community.

Consulting

Seeking comments or feedback on a question or a proposal, which can lead to change. This can include service planning, development or improvements to an area.

Devolving Decisions

Empowering communities to become involved in decision-making structures. This can include decisions on budgets, service planning or development, or improvements to a local area.

Supporting Community Action

Power, influence and responsibility are crucial as is the support required to achieve it. This can include supporting communities to organise around issues, or supporting them to develop local initiatives.



Different Levels of Involving and Empowering Communities

It is very important to us that local people have a clear understanding about the purpose of any involvement activity that they take part in. Whether it is designed to **inform, consult or to empower** them at different levels, we will make it clear whether or not they can influence decisions being made. It is our ultimate aim that the community will be part of the decision making structures and a partner within Parkhead, Dalmarnock, Camlachie Thriving Places, but there may be on occasions where we are simply providing information that cannot be changed.

To assist with promoting an open and transparent approach when conducting activities the following diagram and definitions will apply:



Our Principles which support Communication:

Through this strategy we aim to communicate with the community under the following principles:

Accessible	Making information available in all formats where practical and reasonable
Appropriate/ relevant	Giving the right information, to the right place, in the right way, at the right time
Clear	Using plain language that is jargon-free and expressed simply
Consistency	Deliver a strong and agreed message
Effective	Avoiding duplication and adding value through working in partnership. All materials used for communication internally and externally must contain the Easterhouse Thriving Place logo and be instantly recognisable
High quality	Ensuring all communications are of the best quality
Honest	Building and maintaining trust through honesty, consistency and integrity.
Informative	Facilitating a strong two-way flow of information
Open	Encouraging openness, transparency within any engagement
Receptive	Listen to the community

The methods we will use to Engage, Involve and Communicate with the Community

This is not an exhaustive list, but includes the main methods we will use



Planning Commitments

Sustained action and regular reviews in terms of engagement with the community by services and more importantly, engagement of the community in the planning of services



The Locality Plan includes an ambition that it is reviewed within a year by the local community. The Thriving Places Action Plan will include measures to be taken to ensure that the local community is involved in reviewing and amending both the Locality Plan and its Action Plan

With reference to: Parkhead/Dalmarnock/Camlachie Thriving Place Action Plan,
Parkhead/Dalmarnock/Camlachie Locality Plan



The Following are the meetings that the Community will be involved in

Residents Groups

It is hoped that 3 Residents Groups will be established Parkhead/Dalrnarnock/Camlachie, where local people will have their say on their priorities, and are supported by the Community Organiser to express their opinions and help develop and influence local services to suit local need. Members of the Residents Group will also have the opportunity to be represented on other thriving places meeting structures

Parkhead/Dalrnarnock/Camlachie Thriving Places Steering Group

The role of the Parkhead/Dalrnarnock/Camlachie Thriving Places Steering Group is to provide direction, support, resources and co-ordination of the Thriving Places approach in the defined Parkhead/Dalrnarnock/Camlachie Thriving Places area. It will do this by connecting to local people, and relevant structures and networks.

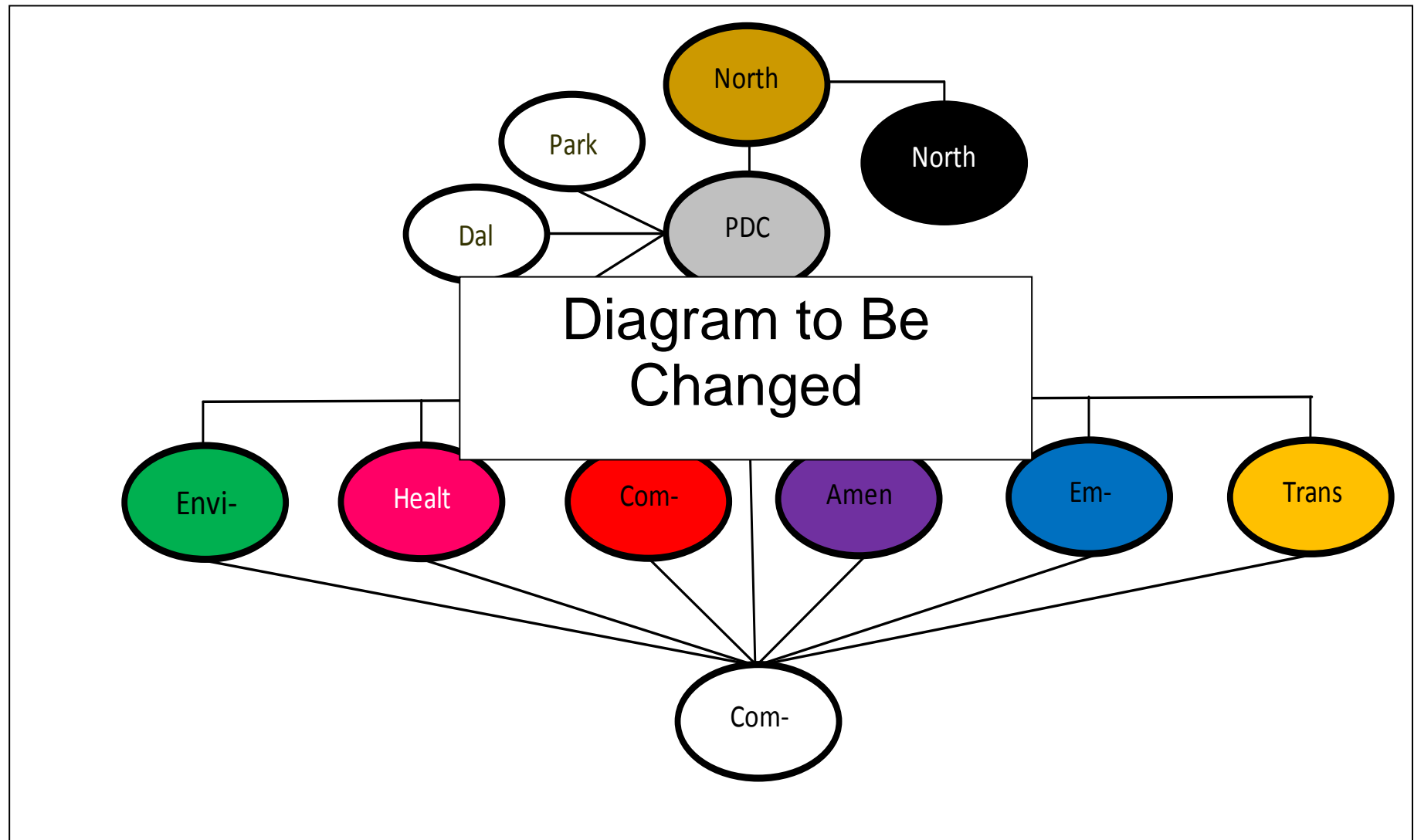
The main focus of the Thriving Place approach is to explore opportunities that empower communities to identify and make the best possible use of physical and people based assets within the Parkhead/Dalrnarnock/Camlachie communities - to build the skills and opportunities for local people and ensure they are well placed to contribute and influence where and how services are delivered.

Community Involvement Sub-Group

Will co-ordinate approaches to community engagement and involvement within the work of Thriving Places

Thematic Work Areas

Thematic Work Areas will allow partners to work jointly on locally identified issues and initiatives. These work areas will be:



The Partners:

Parkhead, Dalmarnock, Camlachie Residents Groups
Glasgow City Council – Partnership & Development
Glasgow Life
Glasgow Kelvin College
Glasgow City Council – Land & Environmental Services
Glasgow City - Health & Social Care Partnership
Glasgow City Council - Development & Regeneration Services
West of Scotland Housing Association
Community Safety Glasgow
Scottish Fire & Rescue Services
Glasgow Housing Association
Glasgow Homelessness Network
Voluntary Sector North East Glasgow
Parkhead Housing Association
Jobs & Business Glasgow

Thriving Places Actions Arising From Previous Meeting

Tuesday 11th September 2018

Item 3

No.	Action Arising	Response	Further Action?
1.	Maisie/Sandra to provide an anonymised update to the next meeting on those attending Thriving Places projects/activities	Sandra has provided a report featuring numbers attending Thriving Places activities and projects.	
2.	Martin to change text on the 'Community Engagement Strategy' to 'Community Involvement Strategy'	Martin has updated the text and provided a copy for consideration.	
3.	CLlr Layden to provide an update on the PB pilots at the next meeting		
4.	Lindsay Pratt to provide an update on the development on the development of the Inner East SDF.	Lindsay will provide a verbal update to the group.	
5.	Michael to provide an update on the Bridging the Gap Project.		



Equality Briefing

**Strategic Policy and Planning
October 2015**

Glasgow City Council Equality Briefing

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For further information on Equality at Glasgow City Council, please contact the Strategic Policy and Planning team:

Telephone **(0141) 287 0411**
Email equality@glasgow.gov.uk

Copies in alternative formats and community languages will be made available on request.

1 Introduction

This report summarises the main aspects of equality legislation and the Council's approach to meeting its legal requirements under the Equality Act 2010.

2 Background

The Equality Act 2010 came into force in October 2010, consolidating nine main pieces of discrimination legislation, ranging from the Equal Pay Act 1970 to the Equality Act (Sexual Orientation) Regulations 2007. The Act also removes many of the anomalies that have arisen as a result of the piecemeal nature of the legislation. The Act strengthens the protection offered to people, while simplifying and standardising the requirements of employers, service providers and public bodies—requiring of them a proactive approach to promoting equality.

The Act includes a public sector General Duty, which came into force in April 2011. In 2012, Scottish Ministers agreed the details of the specific duties that Glasgow City Council as a listed authority also has a statutory requirement to meet (a listed authority is one that is named in the schedule of the General Duty as being subject to it).

October 2010	Equality Act 2010 came into force.
April 2011	Public sector General Duty came into force: <ul style="list-style-type: none">• Eliminate discrimination, harassment and victimization and other conduct that is prohibited by or under the Equality Act 2010• Advance equality of opportunity between people who share a relevant protected characteristic and those who do not• Foster good relations between people who share a protected characteristic and those who do not
May 2012	Specific duties agreed by Scottish Ministers: <ul style="list-style-type: none">• Assess and review policies and practices• Gather and use employee information• Consider criteria and conditions in procurement
April 2013	Listed authorities are required to publish: <ul style="list-style-type: none">• A mainstreaming report (including employee information)• Equality Outcomes (agreed through the use of evidence and involvement)• A statement on equal pay and occupational segregation
April 2015	Listed authorities are required to publish: <ul style="list-style-type: none">• A mainstreaming report (including employee information)• Equality Outcomes (agreed through the use of evidence and involvement)• A statement on equal pay and occupational segregation

3 The General Duty

The duty on public authorities that is set out by the Equality Act 2010 is known as the General Duty. This requires public authorities to pay due regard to all three of the following needs when carrying out their functions:

1. The need to eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
2. The need to advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. The need to foster good relations between people who share a protected characteristic and those who do not

The second requirement specifically requires the council family to:

- Remove or minimise disadvantage suffered by people due to their protected characteristics
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low

Meeting the General Duty may involve treating some people more favourably than others.

4 The Specific Duties

In addition to the General Duty, Scottish ministers set out a series of specific duties with which the council family must also comply by April 2013. These are to:

- Report on mainstreaming the equality duty
- Publish equality outcomes and report progress
- Assess and review policies and practices
- Gather and use employee information
- Publish gender pay gap information
- Publish statements on equal pay
- Consider award criteria and conditions in relation to public procurement
- Publish this information in a manner that is accessible

The policy framework and actions the council family has taken to meet these specific duties are outlined in [section 6](#).

5 Protected Characteristics

The Equality Act 2010 refers to protected characteristics and prohibits discrimination because of any of these nine characteristics. It is against the law to discriminate against anyone because of:

Protected Characteristic	Definition
Age	Where this is referred to, it refers to a person belonging to a particular age, e.g. 32 year olds, or range of ages, e.g. 18 – 30 year olds.
Being or becoming a transsexual person	The Act changes the current definition of 'gender reassignment' by no longer requiring a person to be under medical supervision to fall within it. This means that a person, who was born female but chooses to spend the rest of his life as a man, without seeking medical advice or intervention, would be undergoing gender reassignment for the purposes of the Act. However, transvestites, or those who choose temporarily to adopt the appearance of the opposite sex, would not necessarily be covered by the definition.
Marriage and Civil Partnership	Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. A person is disabled under the Equality Act 2010 if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on his or her ability to do normal daily activities. Previously, impairment only qualified as a disability if it affected a listed set of capacities, such as mobility, manual dexterity, physical co-ordination, continence, etc. The list has been removed so there is no attempt at defining what a 'normal day-to-day activity' might be, making it easier for people with mental impairments in particular to use the Act.
Race	Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs, including lack of belief (e.g. Atheism). Generally, a belief should affect someone's life choices or the way he or she lives for it to be included in the definition.
Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

6 Glasgow City Council's Equality Policy Framework

The Council's Strategic Policy and Planning team has responsibility for implementing the policy framework that ensures the council complies with the Specific Duties and ensuring that equality is mainstreamed at a strategic level.

The Executive Member for Equality, Councillor Archie Graham, chairs the Equality Working Group, which has representatives from all services and ALEOs and meets at least quarterly. The Equality Working Group has responsibility for delivering the work required to mainstream equality within service delivery.

The table below demonstrates how the Council meets each of the Specific Duties:

Specific Duty	Timescale...	How the Council Meets this Duty...
Report on progress towards mainstreaming the equality duty.	By 30 April 2013 and every two years thereafter.	The Council publishes a combined report on progress towards mainstreaming the equality duty and progress towards the equality outcomes. The Strategic Policy and Planning team produces the report with input from the services and ALEOs. The first part of the Equality Progress Report 2015 contains detailed information about training, engagement, employment and specific programmes and initiatives delivered. The second half of the report provides details on the delivery of the equality outcomes.
Publish equality outcomes and report progress.	By 30 April 2013 and every two years thereafter.	The Council's Equality Outcomes were agreed and published in April 2013 after development by the Equality Working Group and in consultation with equality groups. At this time the Council also agreed a Statement of Intent for Equality, which was published as part of the report on the Equality Outcomes.

Specific Duty	Timescale...	How the Council Meets this Duty...
Assess and review policies and practices.	Ongoing.	<p>The Council has adopted a process for conducting an Equality Impact Assessment (EQIA) on new and revised policies. Glasgow's EQIA incorporates a health impact assessment and during 2013/14, the process and guidance will be reviewed to consider Human Rights issues as well. Each service and ALEO is responsible for identifying policies that require an EQIA. EQIAs must be signed off by at least Head of Service. The EHRC also expects to see formal consideration of the issues raised by a policy's EQIA prior to the policy being approved at Elected Member level. All EQIAs are published on the Council's website when completed.</p> <p>The Council has recently signed up to Stonewall's Good Practice Programme to drive excellence in the provision of public services to the LGBT communities in Scotland.</p>
Gather and use employee information.	Ongoing.	<p>Employee information regarding age, disability, ethnicity, gender, religion/belief, and sexual orientation is collected on a voluntary basis through the SAP payroll system. Efforts have been made to increase the proportion of employees who provide this information, however the reporting rate is still low.</p> <p>Analysis of the Staff Survey is also done by equality groups, and any issues identified will be action taken accordingly. This specific duty has been agreed as one of the Equality Outcomes and so will be a priority area of work for the Equality Working Group.</p>
Publish gender pay gap information.	By 30 April 2013 and every two years thereafter.	The Council's gender pay gap was most recently published in April 2015 as part of the Equality Progress Report 2015 .
Publish statements on equal pay.	Ongoing.	The Council publishes its Equal Pay Statement on its website.

Specific Duty	Timescale...	How the Council Meets this Duty...
Consider award criteria and conditions in relation to public procurement.	Ongoing.	The Council has committed to promoting Article 19 of the European Public Sector Procurement Directive, which allows public sector bodies to reserve contracts for organisations that provide supported employment opportunities to disabled people.
Publish in a manner that is accessible.	Ongoing.	The Council offers to provide all of its public documents in alternative formats and translations into community languages. The Council's Strategic Policy and Planning team will be considering how to improve equality performance reporting and align it with other public performance reporting.

7 Use of Evidence

The use of robust evidence should underpin all of the council's work to mainstream equality into policy and service delivery. The council provides demographic information about the makeup of the population through its [Fact Sheets](#). Information about service users is also monitored where appropriate, for example Education monitors the school population. However, qualitative information about equality groups is sometimes harder to access.

In 2012, the council undertook a comprehensive evidence review that presented a baseline selection of the key facts and figures known about groups that meet one or more of the protected characteristics. Used as part of the development process for the equality outcomes, this evidence review highlighted the following key issues:

- The need to mitigate the impact of welfare reforms for particular groups, for example disabled people. Work in the last few years to reduce inequalities caused by deprivation, such as life expectancy, has been stalled by the economic crisis.
- Gender-based violence and reporting remain a significant issue in Glasgow.
- As of 2010, approximately 12-15% of the population in Glasgow is minority ethnic; there has also been increased migration from Africa.
- It is estimated that the physical disability rate varies from 20% in the most deprived areas to 13% in the non-deprived areas. Disabled people are more likely to be living in poverty.
- The UK Government estimates that 5-7% of the population are gay, lesbian or bisexual. This group of people still experience targeted violence. Homophobia continues to affect their lives, particularly at school age.

In 2014, the Scottish Government developed an online tool, the [Scottish Government Evidence Finder](#), to facilitate access to current research and statistics on different protected characteristics.

This is complemented by a similar tool that was developed to present research at a city-level by the council, specifically for use as part of the Equality Impact Assessment process. The council's [Equality Impact Assessment Evidence Matrix](#) is maintained by Strategic Policy and Planning and is available on Connect.

Nationally, other pieces of work are driving improvements to evidence and research about equality groups. The Scottish Neighbourhood Statistics website now publishes a report on Equalities and the Scottish Government introduced an Improving Evidence and Data Programme due to a recent review of the needs of Community Planning Partnerships, which highlighted the need for disaggregated local social, health and economic data.

8 Engagement

The council and its community planning partners primarily engage with equality groups through the [Glasgow Equality Forum](#), which meets four times a year. Membership of the Forum includes representatives from the following organisations:

- Glasgow Black and Ethnic Minority Voluntary Sector Network
- Glasgow Disability Alliance
- West of Scotland Lesbian, Gay, Bisexual and Transgender Forum
- Glasgow Women's Voluntary Sector Network
- Age Scotland
- LGBT Youth Scotland
- Faith in Community Scotland
- Scottish Refugee Council

9 Further Information

Additional information on the Equality Act 2010 and equality in general may be found on these websites:

Legislation <http://www.legislation.gov.uk/ukpga/2010/15/contents>

Guidance <http://www.equalityhumanrights.com/scotland/>



Report to: Parkhead, Dalmarnock & Camlachie Thriving Places Steering Group

Subject: PDC Action Plan – September 2018

Contact: Derek Speirs (276 9880)

Item 6

11 September 2018

1. Attached is an updated action plan for the Parkhead, Dalmarnock & Camlachie (PDC) Thriving Place.
2. A number of additions/edits have been made to the action plan since the previous meeting. Some proposals will also be provided separately for discussion at the meeting on 11th September for inclusion in the action plan, should the group agree to do so.

Recommendations

3. Members of the Steering Group are asked to:
 - a. note the updated action plan;
 - b. provide, either before or at the meeting on 11 September, updates on progress, including timescales, in relation to actions where they or their organisation is the lead agency for reporting (to Derek.Speirs@glasgow.gov.uk);
 - c. provide a RAG Status update where Green = *good progress/no issues for concern*; Amber = *slow progress/some issues of concern/new project*; and Red = *issues of significant concern – immediate action required*.

Community Anchor Operational Update

1	Family Meal & Homework Club - BCLC
(1a)	FMHC meetings attended 4 th June, 19 th June
(1b)	Signed Memorandum with understanding between WSHA & BCLC
(1c)	Breakdown of full cost for FMHC
(1d)	Meeting with BCLC 29 th June – compiling registration form and equal opportunities form
(1e)	Itinerary of cooking accessories

2	East End Velocity Meetings
(2a)	EEV meetings attended – 13 th June, 25 th June & 19 th July
(2b)	Meeting with Mungo Foundation on 26 th June to discuss intergenerational workshops
(2c)	<p>CHAMPS Community Theatre workshops at BCC – Wednesday 11th, 18th 25th July & Wednesday 1st August – Intergenerational group including John Orr and Mungo Foundation service users and young people from the community.</p> <p>Dance Workshop at BCC - Wednesday 25th July – 6pm to 7pm</p> <p>Rehearsals – 30th, 31st July, 1st & 2nd August</p> <p>Performances at Glasgow Green “Go For Gold” – 3rd, 7th, 8th & 9th August</p> <p>Drama Workshop at BCC – 10th August</p>
(2d)	<p>Meeting with EEV artist –</p> <p>24th June - introductions/ideas</p> <p>10th July to discuss summer programme</p> <p>24th August – to discuss future planning</p>

3	Health and Safety
(3a)	Risk Assessment Barrowfield Ball

4	Project Review / Staff Support
(4a)	Meeting with Head Teacher at Sacred Heart Primary regarding PEF funding for FMHC /BCLC
(4b)	Monthly support and supervision meetings with Community Workers
(4c)	Itinerary of cooking items currently stored at The Whiterose Hall

5	Locality Planning
(5a)	Locality Planning meeting on 2 nd July

6	Budget Monitoring
(6a)	Weekly Monitoring of spend profiles and regular checks on balances, finance coding.
(6b)	Final expenditure for end of project year.

PDC Barrowfield Ball Interim IGF Allocation	
Delivery of Barrowfield Ball for a period of 24 weeks only	£4,256.00
Covers the period September 2018 until March 2019	
Total	£4,256.00

Cost Breakdown	
George & Janet Dance Support 24 weeks (£100 per session)	£2,400.00
Venue Hire 24 weeks (£42 per week)	£1,176.00
Equipment Costs (Breakages)	£200.00
Tea, Coffee, Biscuits, Milk, Sugar (£20 per week)	£480.00
Total	£4,256.00

Responsibility Considerations
1) Risk Assessments
2) Levels of Staffing Cover
3) Sign In Sheets
4) Purchasing Refreshments
5) Coordination of Entertainment Providers
6) Consideration will have to be given to volunteer support / vetting
7) Invoices and payments
8) Booking Venue
9) Clearing up after session (dishes , cups , table covers etc)

Project Monitoring
1) Registers will be taken at each session held to record the numbers , gender, age and postcode
2) Evaluation forms to be completed with participants
3) A report will be provided to the steering group including case studies evidencing the impact of the

Future Planning
1) An exit strategy will be developed by the HSCP
2) The interim delivery model includes cost savings (Fruit, reducing biscuits, day trips, bingo book
3) The future planning should include a new venue
4) Consideration will have to given to the purchase of additional equipment i.e. mugs, jugs , glasse

The costs detailed above do not include any inkind staff costs which averages £2,496 for 2 staff m

PDC Thriving Places (Spend Profile)	IGF	Clyde Gateway	IGF	Clyde Gateway	Total by Budget Line
	2018/19	2018/19	2019/20	2019/20	2018-2020
Opening Balance IGF / Clyde Gateway Budget	£55,399.00	£3,161.28	£0.00	£17,500.00	£76,060.28
Salary Costs Community Connector	£17,500.00	£0.00	£0.00	£17,500.00	£35,000.00
Recruitment Costs	£2,500.00	£0.00	£0.00	£0.00	£2,500.00
Management Fee- (BCC Office Costs)	£1,750.00	£0.00	£0.00	£0.00	£1,750.00
Community Consultation / Asset Mapping (3 Community Events)	£20,000.00	£0.00	£0.00	£0.00	£20,000.00
Barrowfield Ball (24 Weeks Only)	£4,256.00	£0.00	£0.00	£0.00	£4,256.00
Community Breakfast (One per month alternating areas)	£0.00	£1,352.00	£0.00	£0.00	£1,352.00
Safe Play / Small Scale Environmental Projects	£9,393.00	£1,809.28	£0.00	£0.00	£11,202.28
TOTAL Projected Spend	£55,399.00	£3,161.28	£0.00	£17,500.00	£76,060.28

PDC Youth Provision Programme (Spend Profile)	IGF
	2018/19
Opening Balance IGF	£40,348.00
Camlachie Youth Enquiry /Issue Based Youth Work Provision	£20,348.00
Parkhead Youth Enquiry / Issue Based Youth Work Provsion	£20,000.00
TOTAL Projected Spend	£40,348.00

* Consideration should also be given to Child Poverty

**Parkhead/Dalmarnock/Camlachie Thriving Places
Community Involvement Options**

There is some long term work that has to be carried out to build relationships, involve and connect with people and orgs in these communities around thriving places, using existing contacts and relationship as well as creating new ones, but it would be useful to also think of ways of establishing a community led structure for thriving places in the short to medium term also. As we know, PDC has been going for at least 2 years and we don't have anything in place yet. I know it will be difficult to do this, but we should consider the possible best ways of approaching it.

Possible Options:

- **Mapping what is out there using existing knowledge and local contacts**
- **Target key organisations, groups and individuals, who are already involved in community activity to suss potential community members, who may want to be involved in a Thriving Places Community Led Structure –further engagement and communication can be carried out through the establishment of the Community Led Structure, led by that structure**
- **Consider simple questionnaires delivered to homes with just a few key questions about living in the PDC areas. This would allow us to identify current issues and maybe also draw additional community members into a Community Led Structure. It could be resourced with underspend from Community Organiser budget. Additional ways of distributing the questionnaires should be identified**
- **Publicity material should be produced highlighting what Thriving Places is. This would allow us to not only have information when we meet people as well as at any community event.**
- **Use of previous survey to highlight some of the potential issues raised at the time and whether they are still relevant? I know it was carried out while ago, but it can be used as a means of stimulating and prompting conversation when meeting with groups, projects and community activists.**
- **Look at holding some kind of event that pulls all of this together and draws together a community led Plan.**

In terms of doing this work, I am able to commit time. Need to figure out who else can contribute where possible, so that we can plan. I'm trying to keep this simple and as effective as possible understanding the constraints on everyone's time. Hope it looks ok in theory? Let me know what you think?

Stage 1

Survey of People Aged 16+

Design: Please find attached the Calvey Social Survey I put together. It would take around 8 to 10 minutes to complete. For the sake of simplicity I think we should aim the survey at over-16s and use different methods to engage with under-16s; this is the same as the Health and Wellbeing Survey. If we are going to apply for the Making Places Fund then I think we should incorporate the Place Standard into a survey. This is easy as we just convert the Place Standard categories into Likert scale statements, followed by open ended questions. Most surveys use mostly closed questions, but we need a few open-ended questions such as 'what do you like about the area?'

Sampling: The Health and Wellbeing Survey has been administered in boosted areas earlier this year (including Parkhead, Dalrnarnock and Camlachie). I will take a look at their sampling frame, but I think we should use stratified random sampling in each recognised neighbourhood which is a form of probability sampling recommended for surveys. I don't know the 2018 number of responses, but the 2015 HWBS had 436 responses for PDC. We should try and aim for 30 to 40 interviews per datazone (which is what they tried to do in PDC). GCC could design the sampling frame.

Delivery: The survey would use structured interviews through a door-to-door survey. I wouldn't recommend online self-completions as it will affect the probability sample. There are 10 datazones in PDC and we could adopt the HWBS model of '25 addresses sampled to achieve 10 interviews'. We could aim for 40 to 50 responses per datazone, with each datazone averaging a week or less (depending on the size of the survey team). A team of trained researchers would be best, taking into account research safety and risk assessment etc. GCC could provide basic research methods training, with a practical focus.

Data Entry: If you use SurveyMonkey off an iPad then the data entry is instant. We would just store personal details in a separate spreadsheet to comply with GDPR restrictions.

Analysis: GCC could provide analysis, but a SurveyMonkey Gold Account would provide access to the level of analysis you would likely want, including the ability to cross-tabulate data through filters and analyse qualitative data using categories.

Focus Groups with Secondary School Pupils

Design & Delivery: I've attached a research report which contains cognitive maps (please see page 21, for instance). This would be especially useful as young people will likely perceive public space in particular differently than adults. For example, derelict land may be identified as play-sites. Cognitive mapping may thus help us identify 'hidden assets' and the focus group would focus on how young people used those assets, as well as what they thought of the area etc. You could mirror this approach with BME groups or 65+ people by targeting specific community groups and a sub-sample of the survey respondents. This would allow you to build multicultural/intergenerational project based on different experiences of shared public space. GCC could provide basis research methods training, with a practical focus. Glasgow Kelvin College could take the lead and GCC has experienced researchers who have worked extensively with children and young people.

Sampling: We should use purposive sampling and go through local community groups and Secondary Schools. PDC is in the catchment areas for Eastbank and St Mungo's Secondary Schools. I would suggest 10 focus groups, each lasting around 45 minutes.

Data entry: Focus groups should be recorded and transcribed. This will be time-consuming, it takes around 3 hours to transcribe 1 hour of audio from a focus group. We could get permission to film and produce different media outputs.

Semi-structured Interviews with Key Stakeholders

Design: No more than 10 open-ended questions with room for follow-up.

Sampling: A focus on ground level staff who are likely to have greater understanding of local issues and service use. For example, librarians, teachers, community workers etc. Around 30 interviews is reasonable. GCC could assist with interviews. Partial transcription would be recommended. GCC could provide basis research methods training, with a practical focus.

Asset Mapping

Design/Delivery: Led by GCC/HCSP CDO. Using mixed methods to identify physical, social and individual assets.

Outputs: A directory of local assets that can be used to populate Northeast Pathfinder and identify gaps for co-produced services, as well as community groups to consult/engage.

Stage 2

Place Standard Estate Walkabout

Design & Delivery: You could use the design from the previous Place Standard exercise in the PDC area, but adapted for using on an estate walkabout. Using the Place Standard or an online survey tool (SurveyMonkey would be fine) is recommended. We adapt the tool to focus on action more than research. No more than 5 Place Standard Walkabouts would be recommended. Place Standard training is available from NHS Health Scotland.

Analysis: A combination of Glasgow Kelvin College and GCC. Additional support could possibly be sought from Glasgow Centre for Population Health.

Solution Circles

Design & Delivery: These would run similar to a focus group, but with both a facilitator and a relevant 'expert'. The focus of the hour long session is to co-produce either a solution or an action plan for a particular local issue identified in stage one. We produce very clear, accountable logic models with achievable deadlines. For information can be found at: http://www.scottishhealthcouncil.org/patient_public_participation/participation_toolkit/the_participation_toolkit.aspx#.W40YizaWzct

Community Event

Design/Delivery: Using mixed methods to feedback on the findings of the survey, focus groups and semi-structure interviews. This could be tied in with college/school curriculums, e.g. geography, photography, working with communities etc.



PDC Thriving Places Proposal Community Consultation Priorities

Background

The Locality Plan requires annual review and should support the involvement of local people in its review

Due to the delay in the allocation of IGF funding PDC Thriving Places currently has an underspend which could be used to support the involvement of local people in priority setting and the recruitment of local people to become involved in review of the Locality Plan.

It is recognised by the key partners involved in PDC Thriving Places that there is a requirement to establish a baseline of information related to each of the distinct communities within PDC Area. The collation of this information will ensure that moving forward PDC Thriving Places will focus on addressing the key priorities as identified by PDC communities. This work will also ensure that the PDC Thriving Places successfully engages with local people to inform the locality plan.

An initial discussion has been undertaken with Glasgow Kelvin College with the PDC budgeting sub group and the college has been asked to consider undertaking the work to consult local people about their community priorities.

Glasgow Kelvin College Capacity

Glasgow Kelvin College employs CLD (Community Learning and Development) Workers in a variety of roles:

- directly delivering and supporting partners to deliver Community Achievement Awards;
- delivering in partnership with other youth work agencies its evening and weekend Youth Access programme;
- delivering its Transitions to Learning and Work programmes for care experienced young people; and
- Supporting the use of the Place Standard with community groups and as part of its introductory community development programme.

The majority of the College's CLD Workers have CLD qualifications and those who do not have substantial experience of supporting community learning programmes.

The College's CLD Workers are managed by members of the CLD Standards Council.

The College's CLD Workers are ordinarily engaged in learning programmes but have the experience and qualifications to enable a broader community engagement and asset mapping exercise if required. The College's CLD Workers could be deployed in community engagement and asset mapping work if additional funding were made available to recruit additional staff to 'backfill' existing (learning programme) work. There would be a lead time for recruitment to support this.

Work Required

It is proposed that the College deploys CLD Workers in work to:

- engage directly, door to door, local residents to conduct a survey about their priorities for the areas of Parkhead, Dalmarnock and Camlachie;
- engage with local community groups in priority setting based on the Place Standard;
- build on existing knowledge of local assets and publish in the form of a directory on the Pathfinder;
- identify local people who would be prepared to work with partners to shape and deliver resultant action plans and changes to services based on local priorities; and
- Report findings to the Steering Group.

This work would be managed by Jane Horne, Senior CLD Worker with the College in liaison with Jonathan Pickering and Martin Hawkins (GCC).

Student Placement Capacity

This work would also offer the opportunity for engagement of students enrolled in the HNC Working with Communities course not otherwise employed or engaged in alternative placements.

Survey Methodology

The survey methodology will be agreed with Jonathan Pickering, GCC, Maisie O'Brien, WSHA, Derek Speirs, GCC and Nichola Brown GHSCP. An example of the format for the consultation, developed by Calvay Housing Association with Jonathan Pickering, is attached as Appendix A.

Cost

It is proposed that £20,000 is allocated from the PDC IGF budget to support this consultation.

Cost Breakdown	
Project Design and Management	£1,000.00
Focus Groups (Thematic)	£2,000.00
Quantitative Survey	£14,000.00
Data Entry and Analysis	£2,000.00
Reporting and presentation	£1,000.00
Total	£20,000.00

Delivery Timescales

- 1) Commissioning September 2018
- 2) Recruitment of staff October 2018
- 3) Engagement, Consultation and Asset Mapping November 2018 to February 2019
- 4) Preparation of 3 Separate community reports by March 2019

Recommendations

The Steering Group is recommended to:

1. note the need for engagement and asset mapping work in the Parkhead/ Dalmarnock/ Camlachie Thriving Place areas;
2. note the opportunity to commission Glasgow Kelvin College to undertake work as outlined above; and
3. request that Maisie O'Brien, Nichola Brown and Derek Speirs commission as required for Glasgow Kelvin College to undertake the work with a maximum cost of £20,000.00

Maisie O'Brien, September 2018

Community & Support Services Manager, WSHA