

**Glasgow Community Planning Partnership
Executive Group
25 August 2021 at 14:00
Microsoft Teams**

Agenda

1. Welcome and Apologies
2. Minute of Meeting held on **9 June 2021** Attached
3. Social Recovery Taskforce Community Engagement Report Attached
Judith Hunter
4. People Make Glasgow Communities Presentation
David McEwan
5. Glasgow City Food Plan Attached
Louise MacKenzie
6. Glasgow Community Plan – Glasgow Community Action Plan Presentation
John Dawson
7. Meeting Schedule:

06/10/2021, 14:00
24/11/2021, 14:00
02/02/2022, 14:00
16/03/2022, 14:00
27/05/2022, 14:00
08/06/2022, 14:00
24/08/2022, 14:00
05/10/2022, 14:00
23/11/2022, 14:00

**Glasgow Community Planning Partnership
Executive Group
9 June 2021 at 14:00
Via Microsoft Teams**

Draft Minute

Present: Bernadette Monaghan (Glasgow City Council) – Chair, John Binning (Strathclyde Partnership for Transport), Kevin Murphy (Scottish Fire & Rescue Services), Jehan Weerasinghe (Glasgow Housing Association), Mark Sutherland (Police Scotland) Emilia Crighton (NHS Greater Glasgow & Clyde), Kathleen Caskie (Glasgow Third Sector Interface Network), Fiona Moss (Glasgow City HSCP), Jill Miller (Glasgow Life), Lorraine Barrie (Glasgow Equality Forum), Shona Mitchell (Skills Development Scotland), Robin Ashton (Glasgow Colleges Regional Board), Euan Halliday (Department for Work & Pensions), Jim Clarkson (VisitScotland), Mike Burns (North East Senior Officer Group), Stephen Frew (Scottish Enterprise), Kerry Wallace (NatureScot)

In Attendance: Gerald Tonner (Glasgow City Council), Shaw Anderson (Glasgow City Council), Mike McNally (Glasgow City Council), Ross Jackson (Police Scotland)

Apologies: Brue Kiloh (Strathclyde Partnership for Transport), Roddie Keith (Scottish Fire & Rescue Services), Mary McAllan (Scottish Government), Jacqueline Lynn (SportScotland), Heather Macnaughton (Historic Environment Scotland), Alison McRae (Glasgow Chamber of Commerce), Theresa Correia (Scottish Enterprise), Ian Bruce (Glasgow Third Sector Interface Network)

Item 1 – Welcome

Bernadette Monaghan chaired the meeting and welcomed members.

Item 2 – Minute of Meeting held on 28 April 2021

The Executive Group noted the minute of meeting as an accurate record.

Item 3 – Economic Recovery Taskforce

Mike McNally presented on the work of Economic Recovery Taskforce. The Taskforce itself has now been wound up after 9 months.

Mike detailed the grants programmes to support businesses during the pandemic including:

- 38,633 applications processed
- 32,415 approved and paid
- Total paid out approaching £284,000,000

The scale of the challenges was summarised, as was the action plan consisting of 7 key short-term priorities. Mike provided information on a number of key developments and concluded with an outline of the next steps.

During discussions Bernadette requested the new Economic Strategy to be considered as appropriate by the Social Recovery Taskforce and GCPP, with a view to informing the new Community Action Plan. Bernadette noted that it was identified that people furthest from the labour market have disproportionately been impacted by the pandemic – there is an action in the current Community Action Plan in this regard, it may be appropriate to continue or to enhance this action.

Jehan asked if there were indicators of the number of businesses that have been lost or anticipated to be lost in the near future due to the pandemic. Mike advised that there is a time delay on statistics so only information up to May 2020 is available, the full impact has not been felt yet.

City centre taskforce has feedback from businesses saying that the delay from level 3 to level 2 was an impact. Visitor or tourism industry impacted significantly. 20% occupancy rate in hotels, usually over 90% at this time.

Euan advised that people furthest from labour market are a priority for DWP. In particular, the Kickstart Programme for 18-24 year olds is looking to increase number of organisations involved, anyone with opportunities should get in touch with Euan. This programme includes a paid 6 month placement with a view to avoiding the long term scarring of unemployment.

Lorraine asked how do we work better between equalities groups and economic workstreams as the equalities representation at the Economic Recovery Taskforce could have been better. Mike advised that there are equalities representation across existing workstreams.

Mike Burns advised that this type of input had previously been provided to Children's Services Group. It is young people who are isolated who need support, in particular the looked after population who are currently outside Glasgow. There is a need to strengthen and learn lessons from the past, to break the cycle of unemployment. Mike responded in relation to looked after children, where improvements have been made due to increased working at a city region level, and Scottish Government funding allows for different Local Authorities to provide similar services, but in different Local Authorities.

In addition, Mike Burns advised that procurement processes (in particular when Scottish Government funding is received with little notice) could be improved to provide better value for money, if partners could work together to have a strategic approach in place to mitigate short notice funding. Mike was keen, through community planning, to have an emergency response that is equal to the challenge.

The Executive Group noted the presentation.

Item 4 – Scottish Fire and Rescue Service: Future Vision

Kevin Murphy provided a presentation on the Future Vision for the Scottish Fire & Rescue Service.

Kevin was aiming to direct as much traffic as possible to the SFRS website which had all details on the Long Term Vision, including details on a 6 week public consultation. Extensive staff engagement has taken place up until now, and SFRS can move onto the next stage.

What the Long Term Vision means:

- SFRS will evolve as we respond effectively to the changing needs of Scotland's communities.
- We have set out what this means for the future of the Service in a new, 10-year, draft long-term vision which marks the beginning of our new journey.
- We will continue to work together with communities our public-sector partners and key stakeholders to help shape our future direction.
- Ensuring the ongoing safety of our staff as they support Scotland's communities remains our top priority for the future.

Information was provided on the Long Term Vision's mission statement, purpose, strategic intents, principles, and priorities.

Finally, details on the public consultation process was provided as well as indicative timetables for steps post-consultation.

During discussion Lorraine welcomed the Long Term Vision and noted that recently SFRS had been targeting job adverts to equalities groups which was appreciated.

Shaw advised that the potential for co-location of services within SFRS estate was something which has been welcomed by partners in the past and hope to continue this. Kevin advised that a number of new co-located services are imminent, with SFRS stations well positioned in communities to provide locations to partners.

The Executive Group noted the presentation.

Item 5 – COP26 Plans, Readiness, and Legacy

Bernadette Monaghan provided a report with an update on plans, readiness, and legacy for the 26th United Nations Climate Change Conference – COP26.

Ward 10 (Anderston/City/Yorkhill) and Ward 5 (Govan) have been identified as the wards most likely to be directly impacted by COP26, and therefore the Community Councils in these wards have integrated into two collaborations, one for each Ward, with a specific remit related to COP26.

The marketing campaign to recruit 1000 volunteers has been an outstanding success with around 10,000 people applying.

The Council will undertake public engagement on climate change ahead of COP26 to understand what actions citizens are prepared to take towards the net zero emissions target and how the council can support these actions. It will host a Citizens' Assembly over August 2021.

During discussion Jill advised that Glasgow Life will coordinate some cultural activity for COP26. There was a push to have a corresponding festival but resources could not be found for this. No programme at this stage but discussions ongoing to develop this. By collaborating and working together with local organisations this should result in real visibility for cultural actions across the city.

Stephen advised that Scottish Enterprise has a legacy workstream for COP26 to ensure legacy from a business perspective. The commitment to net zero carbon or green investment in Glasgow/City Region/Scotland has been supported by a green jobs call, with a second call nearer to COP26. Scottish Enterprise has linked with the Council to identify gap sites near Broomielaw owned by Scottish Enterprise which could be used for events.

Jim advised that VisitScotland are working with the Council on a number of plans and once the final decision has been taken that COP26 is going ahead in-person, these plans will be brought into action.

The Executive Group noted the report.

Item 6 – Meeting Schedule

The Executive Group noted the meeting schedule as detailed on the agenda.

Ref	Action	Responsibility	Raised	Comments
04-04	Item 4 – A Glasgow free from gambling harms <ul style="list-style-type: none"> Update to a future meeting 	Bernadette Monaghan	07/10/20	In Progress
03-06	Item 06 – Agenda Setting <ul style="list-style-type: none"> All partners are asked to arrange a meeting with Bernadette/Shaw to discuss their thoughts on agenda setting for the Executive Group, or to suggest items. 	All Partners	17/03/21	In Progress

**Glasgow Community Planning Partnership
Executive Group**

**Report by Director of Community Empowerment and Equalities
Contact: Bernadette Monaghan Telephone: 0141 287 0060**

Social Recovery Taskforce Community Engagement Report

Purpose of Report:

To provide members of the Executive Group with a report on a community engagement project carried out on behalf of the Social Recovery Taskforce.

Recommendations:

The Executive Group are asked to:

- Note the report

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Report on Community Engagement Project February 2021

GCPP Executive Group – August 2021

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1. Report summary

This report provides data and reflections from a community engagement project requested by the Social Recovery Taskforce as part of its commitment to have its strategic direction informed by the lived experiences of the pandemic by individuals, families and communities in Glasgow. The purpose of this report is to set out the issues for communities, propose recommendations about what to do about them and to propose the use of an agreed framework for involving communities in planning social recovery.

To date, using available intelligence and contributions from taskforce members, the SRT has been able to identify issues and develop workstreams to resolve those issues. Our community engagement findings indicate a requirement for the taskforce and its workstream leads to embed community engagement and development in their recovery approaches and planning from the earliest stages. In other words, we are asking the SRTF through its workstreams to act on the recommendations of this report to work directly alongside communities in a development process designed to help communities shape social recovery planning and actions.

As agreed with the SRT, this project heard from two groups reported to be experiencing adverse impacts of the pandemic: adults who were shielded during the first lockdown (who had given permission to be contacted again) and young people.

Key findings:

Our community engagement findings indicate a requirement for the taskforce and its workstream leads to work directly alongside communities in a development process designed to help communities shape social recovery planning and actions.

A key message is that while people found it hard to visualise a way out of the pandemic, many did signal an appetite to help services to help identify workable and realistic solutions to support social recovery and renewal. While keen to contribute, many people reported a lack of confidence that their voices would be heard and make a difference. Therefore, we recommend that there is a clear and compelling responsibility for this task force to not only listen and learn from the voices of 'lived experiences' but to transform these into action that shapes recovery and restores trust.

Nearly every young person spoken to reported massive changes to their lives. The most common comments were about missing their friends at school and the challenges of learning online.

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Of the shielding adults who spoke to us, almost 40% reported some type of useful support during the pandemic - family help was crucial, followed by friends and agencies at the same level. Food parcels were of great relief to many; some had no-one to get shopping for them or couldn't access online deliveries, others were in food poverty prior to the crisis.

A key theme emerging from the engagement with individuals and young people is the detrimental impact of the pandemic on mental wellbeing due to a number of factors such as bereavement, loneliness and social isolation. Almost all (171) shielding respondents reported negative impacts of the pandemic. Almost half (47%) of respondents reported some form of isolation, with most reporting "Missing Family/Friends" (30% of respondents). 38% of respondents reported experiencing an impact on their health and wellbeing, of which the most frequent response was "Impact on Mental Health – Depression". Young people we heard from anticipated that they may need support to socialize again and they cited the potential of groups, like youth agencies, to support this type of recovery.

Young people we heard from thought that the outdoor learning practices they experienced in youth work settings during the pandemic "builds resilience and tackles trauma", leading them to recommend that mainstream education could benefit from adopting these practices: "the results are there and Glasgow could really benefit".

In terms of looking to the future, young people we heard described needing opportunities for training and employment being opened back up again. They also called for the maintenance of existing physical activity schemes like bike loans, including those run by local groups.

Recommendations:

With the findings indicating a strong requirement to plan and action social recovery with communities, and with the SRT committed basing its decisions on communities' experiences, this report recommends that the taskforce develops its strategic direction to set out how this will be done. This report proposes a framework that could usefully structure and optimise workstreams' engagement with communities.

While a number of issues encountered in our key findings may be mitigated as and when lockdown restrictions open back up to allow people to interact again, especially with family, we recommend taking a longer-term approach to tackle problems that we can anticipate enduring for some time, including: depression, anxiety (including coping with social situations) and further health issues due to delays in treatment caused by the pandemic.

The extent of the impacts reported by adults and young people on their wellbeing (including grief, arguments with family and boredom) leads us to recommend that mental wellbeing and inclusion of diverse groups are put at the heart of recovery approaches going forward. This is especially crucial for the most vulnerable and disadvantaged in our communities who were disproportionately affected by the pandemic's effects on wellbeing and poverty.

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We recommend that practices used in youth work settings that young people have reported to us build resilience and tackle trauma, such as outdoor learning, are explored with a view to understanding how other youth services and settings, including mainstream education could adopt these practices.

In terms of pragmatic future support, we recommend mobilising support for young people to access employment and training opportunities, while also understanding how the extent of such opportunities are increased and opened up for young people. We also recommend ongoing support of local activity initiatives, such as bike loans, run by small community-led groups and third sector organisations.

In terms of pragmatic future support for shielding adults, our findings indicate that food parcels/prescription collections and support for utilities or financial support/guidance would be welcome and we recommend considering how services across the city can best meet such needs. Having a choice in the food parcel contents e.g. no meat products for vegetarians or people with religious dietary requirements was also mentioned as a potential improvement for any future food parcel support, again illustrating that many people wish to have a say in how support is planned and delivered.

Key Actions to support the recommendations:

- **Identify resources to take recommendations forward.**

This process will be initiated by the working group at the August SRT meeting, where we will facilitate a group discussion, leading to agreed actions, including scoping of necessary resources to adopt a deliberative dialogue process on some of the workstreams. While the SRT may not exist after December, the need for services will continue.

- **Decide how the SRT will include the ‘lived experience and voices of communities’**

Although the SRT may not exist after 2021, the key partners around the table will continue to report from most of the structures into the Community Planning Partnership Strategic Group. We recommend that the CPP partners are best placed to discuss and agree how lived experience influences service planning and design.

- **Youth work settings and schools**

Explore the extent that learning from youth work settings during the pandemic, such as outdoor learning, can be taken up by schools by working with youth groups, education services and schools

- **Mobilising support for young people**

Understand how support can best be mobilised for young people to access employment and training opportunities across the city by mapping current provision and identifying how new opportunities can be created and how existing services may be enhanced.

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- **Commit to ongoing engagement with citizens and communities, which should be evidenced in the workplans**

As an outcome of discussion at the SRT in August, it is recommended that concrete actions are agreed relating to:

- Evidencing community influence on the workstreams
- Identification of community engagement resources across partners and gaps
- Leadership and sphere of influence of the work
- Future links to the CPP and Community Plan.

2. Why we did this

The Social Recovery Taskforce (SRT) in Glasgow has committed to engaging with citizens about its work, to support the social and economic renewal of the city following the (ongoing) COVID-19 pandemic. As part of this commitment, the Taskforce approved the formation of a short life working group to carry out a community engagement project with people on Glasgow City Council's shielding list and with young people. This report provides data and reflections from this project and provides recommendations to inform the Taskforce and its workstreams. A key recommendation outlines a framework to involve communities in planning recovery in a process of genuine co-production.

The aim of this community engagement project was to enable people on Glasgow City Council's shielding list to share their experience of how their lives have changed in the last year and what support they might need, so that workstream leads in the Social Recovery Taskforce and Economic Recovery Taskforce can understand the extent that their services and organisations could pivot to support Glasgow's communities of place, interest and identity to recover from the ongoing pandemic, *from their perspective and based on their lived experiences*.

Our interviews showed that while people found it hard to visualise a way out of the pandemic due to the uncertainties associated with the virus and the continuation of mostly negative impacts on their lives, many did report appreciation at being asked, and signalled that there is appetite across the city to work with services to help identify workable and realistic solutions to support social recovery and renewal. This finding strongly indicates a requirement for the taskforce and its workstream leads to work directly alongside communities in a development process designed to help communities shape social recovery planning and actions. With this requirement in mind, we recommend that the taskforce and its workstreams embed co-production to plan and action social recovery with communities:

'Co-production is not just a word, it's not just a concept, it is a meeting of minds coming together to find a shared solution. In practice, it involves people who use services being

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*consulted, included and working together from **the start to the end** of any project that affects them.*¹

The pandemic is teaching us many lessons about the fragility and strengths of our society and how easily inequalities can be amplified and worsened. But most of all, from hearing from people's experiences we can draw an overarching sense that life isn't going to be the same again, or certainly not for a while. It therefore makes sense to apply co-production to our own ways of working, so that our social recovery and renewal is built with communities most affected by the pandemic as part of efforts to create a fairer, healthier city. This is not the time for the usual.

3. How we planned it

Who delivered this project?

The SRT agreed the following in October 2020:

1. A working group should bring together a few partners to make a community engagement plan and deliver it. *These partners must have resources they can commit*, either expertise (in case of equalities for example) or staff who have the experience of engagement and can carry it out. CES/GL to lead this process – with other partners and the Third Sector, bearing in mind the shifting priorities for many organisations.
2. The group needs to be able to engage with both the SRT and the ERT² to ensure that engagement is joined up and covers the proposed work streams, with both groups agreeing to be responsive to the needs identified by communities.
3. The group needs to be able to plan and carry out targeted engagement over the next three months to avoid progressing work streams without engagement. To borrow a phrase popular with community groups: 'nothing for us, without us.'

A working group was formed comprising of:

- Judith Hunter & Jonny Pickering, Community Empowerment Services, GCC
- Alex Byers and Coleen Willoughby, Communities and Adult Learning, Glasgow Life
- Cat Tabbner, Community Engagement, GCPH
- Maggie Murphy, Youth and Community work, Glasgow Kelvin College
- Callum Lynch, Community Engagement, Glasgow HSCP

¹ From the social care institute for excellence www.scie.org.uk

² Originally this project intended to work with the Economic Recovery Taskforce but this was not achieved.

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Each member of the group was able to mobilise resources from within their own organisation to carry out the project and the Community Connectors from the Govanhill, Easterhouse, Springboig/Barlanark and Govan Thriving Places also took part.

The important point to note about this is that different public and third sector colleagues worked together to develop the project, then carried out the same work across each of their organisations. No additional funding was allocated to the work, although this did mean delays at times, when colleagues needed to prioritise other work areas.

What did we do?

Early on, the working group proposed to carry out very general and open interviews, to allow people to identify the things that mattered to them. In September 2020, the Communities Team in GCC and some of the Community Connectors carried out interviews for the Scottish Government Social Renewal Board, asking people about how their lives had changed, what was good/bad, and how did they see the future. On consideration of the broad themes of the SRT remit and early stage of the workstreams, it was felt that further interviews of this nature would be helpful.

Therefore, the decision was made to use three questions:

1. How has life changed for you since the start of the pandemic?
2. What are the good and bad things about that? (prompting to focus on the challenges)
3. What help, if any, do you think you will need in the future? (short and longer term, prompting for ideas about what this might look like) and
4. a final question, asking people if they would like to be involved in this work going forward.

It was also agreed not to duplicate the engagement already carried out by a wide variety of partners, especially within the Third Sector, including those relevant for specific SRT work streams, e.g. GDA's reports from service users, or CRER's engagement with BME communities.³

It was felt that added value would be gained, in the first instance, by engaging with two groups already identified by the Taskforces as among the types of communities experiencing adverse impacts of the pandemic and associated mitigation and control measures:

- Adults who were shielded during the first lockdown (who had given permission to be contacted again)
- young people.

The shielded group were suggested because it was anticipated that they would include many people who have experienced major changes to their lives as a result of Covid. The

³ Further information is provided about some of the partner research in Appendix one of this report.

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shielded group included two main groups with very different experiences of lockdown: older people and those in the 'economically active' age group. With further restrictions possible in future, this is a group that will need 'recovery' in different ways.

In the medium to longer term, young people are arguably one of the most affected groups, particularly regarding employment and education.

What methods did we use?

Following the experience of carrying out telephone interviews for the Scottish Government, it was agreed that in order to comply with lockdown restrictions and advice on safe working practices, telephone calls would be the most practical and safest method of engagement. Telephone engagement was anticipated to also be most accessible for some of the target group, e.g. older people, some of who can be less digitally connected.

As most public sector staff in Glasgow have no access to Zoom, planning meetings were conducted using Microsoft Teams. For engaging young people, Teams was not fit for purpose because it is a platform that is not widely used or accessible for groups to use compared to other more suitable and freely available software such as Zoom. For this reason, partners in this group with access to Zoom used this software to plan and conduct online engagements with young people.

All interviews were carried out over January and February 2021 when Scotland was still under tight 'Stay at Home' lockdown restrictions.

4. What we heard

Overall, 400 people from the 2020 shielding list had agreed to be contacted again

- Of those: 196 calls were completed successfully, giving a 55% return. These calls were made by staff in Glasgow Life, Community Empowerment Services, the Glasgow Centre for Population Health, Health and Social Care Partnership and four community connectors from the Thriving Places programme.
- 21 interviews were carried out with young people via Glasgow Kelvin College and one group work session with twelve young people at the Urban Fox programme.

Of the non-completed calls:

- 11 had died/seriously ill
- 25 did not want to participate
- 55 wrong no/no answer⁴

⁴ NB Some of this data was not recorded

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Life Changes since Pandemic: “Good Things”

Of those who did provide a “good thing” response, 90 of those were of a “support” nature, accounting for 42% of positive responses. A further 72 (37%) respondents identified that the support they needed was “support from partner/family”. Among the 49 “delivery” good thing responses, the more frequent type of delivery was “food parcels” (30 people; 15% of the respondents). 76 (38.8%) people didn’t identify anything good resulting from the pandemic.

Good Things About How Life Has Changed Since the Pandemic (Grouped Responses)	No. of Responses*	% of "Good Thing" Responses (exc. nothing good) (n213)	No. of Respondents*	% of Respondents**
Nothing Good	76		76	38.8%
Support	90	42.3%	72	36.7%
Delivery	49	23.0%	39	19.9%
New/Increased Activities	41	19.3%	39	19.9%
Other	33	15.5%	29	14.8%
Grand Total	289			

* 196 people were interviewed - interviewees could provide more than one "good thing" response

** Percentages will exceed 100% as interviewees could provide more than one "good thing" response

‘It makes you appreciate other people and contact with people more. It makes you more aware of mental health pressures on people.’

‘I have witnessed some real support and compassion from my family. I have had time to take stock and realise what matters in life like family and also the services like the NHS.’

The table below is a breakdown of the “good things” responses by individual category before they are grouped. This shows that the three most frequent positive responses are “Support – Partner/Family” (27% of respondents mentioned this; “Delivery – Food Parcels” (15%); and in joint third “Support – Friends/Neighbours”/“Support – Agencies” (9%).

Good Things About How Life Has Changed Since the Pandemic	No. of Responses*	% of "Good Thing" Responses (n213) (exc. nothing good)	% of Respondents **
Nothing Good	76		38.8%
Support - Partner/Family	53	24.9%	27.0%
Support - Friends/Neighbours	17	8.0%	8.7%

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Support - Agencies	17	8.0%	8.7%
Support - Financial	3	1.4%	1.5%
Delivery - Food Parcels	30	14.1%	15.3%
Delivery - Prescriptions	11	5.2%	5.6%
Delivery - Shopping	8	3.8%	4.1%
New/Increased Activities - Digital/Online Learning	12	5.6%	6.1%
New/Increased Activities - Reading/Hobbies	12	5.6%	6.1%
New/Increased Activities - Exercise	7	3.3%	3.6%
New/Increased Activities - Working/Studying from Home	6	2.8%	3.1%
New/Increased Activities - Housework/Decorating	4	1.9%	2.0%
Other - Spend time in the Garden	10	4.7%	5.1%
Other - Vaccine	10	4.7%	5.1%
Other - Reduced Living Costs/Spending	6	2.8%	3.1%
Other - Improving Health	5	1.9%	2.6%
Other - Good for Environment	2	1.0%	1.0%
Grand Total	289		

* 196 people were interviewed - interviewees could provide more than one "good thing" response

** Percentages will exceed 100% as interviewees could provide more than one "good thing" response

Nearly 40% of people could not identify one positive thing at all. But of those who did, the support of family was crucial, followed by friends and agencies at the same level. The food parcels were of great relief to many; some had no-one to get shopping for them or couldn't access online deliveries, others were already in food poverty.

One respondent was wearing an offending tag and found the lockdown had been a positive experience because it made him equal to everyone else and he didn't need to worry about food. This feeling may have been shared by other marginalised groups who face societal barriers, but this wasn't a common theme amongst those who responded to the calls.

'I've loved lockdown. It's given me a chance to just shut the door and take a break from all the madness in the world. I've been able to watch lots of series' on tv and I got help with food parcels.'

The lack of a formal shielding programme in the second and third lockdowns was raised by many as an issue. Although they could go out, loss of employment leading to less income with more bills to pay, was a challenge.

'Money is a concern for me and my wife and I do struggle. Being at home we are using more heat and eating more. My wife went to the Well Food distribution point in Scotstoun today but it is so popular that we were only able to get 2 loaves.'

Life Changes since Pandemic: "Bad Things"

15 (7.7%) people responded that all bad and there was no "Bad Things" responses recorded for 10 (5.1%) interviews.

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So, 171 people provided examples of “bad things” that had changed in their lives since the pandemic, each providing on average 2 “bad things”, totalling 351 “bad things”. When these responses are grouped under 6 categories, the most frequent “bad thing” was “Isolation” (n110) with 47% of the respondents identified at least one “bad thing” that could be grouped under “Isolation”, the majority of which was “Missing Family/Friends” (30% of respondents). 38% (n75) of respondents provided at least one “bad thing” that could be grouped under “Impact on Mental/Physical Health”, of which the most frequent response was “Impact on Mental Health – Depression” with nearly a fifth (19%; n37) of respondents mentioning this as a bad thing.

Bad Things About How Life Has Changed Since the Pandemic (Grouped Responses)	No. of Responses*	% of "Bad Things" Responses (n351) (exc. All Bad/Nothing Recorded)	No. of Respondents*	% of Respondents**
All Bad	15		15	7.7%
Nothing Recorded	10		10	5.1%
Isolation	110	31.3%	92	46.9%
Impact on Mental/Physical Health	85	24.2%	75	38.3%
Missing Activities	62	17.7%	57	29.1%
Impact to Support/Treatment	52	14.8%	52	26.5%
Other	29	8.3%	27	14.8%
Financial Impact	13	3.7%	12	6.6%
Grand Total	376			

* 196 people were interviewed - interviewees could provide more than one "bad thing" response

** Percentages will exceed 100% as interviewees could provide more than one "bad thing" response

Isolation was the worst thing about the pandemic, followed by its impact on mental and physical health. Aside from the health problems caused by delayed access to treatment for pre-existing medical conditions, there are also impacts from less exercise, too much time watching TV/online, unhealthy diet and alcohol etc.

‘That’s probably the worst thing about it. Some family members I haven’t seen in six months. I have a big family, we are close knitted together and we used to always see each other. That’s the worst thing. You’re cooped up in the house by yourself.’

‘I have been scared about my mental health. Everything is with tech, like on the tablet but I don’t know how to access it.’

For those not living alone, there were other challenges too, illustrated in some quotes below:

‘It has been a very challenging time. I am a lone parent with kids and I live in a flat. I have been shielding so I have been spending all my time in my bedroom and the kitchen because the kids live and sleep in the living room.’

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'I have found the lockdown very hard and depressing. I live with my partner who works night shift. The pandemic and lockdown have affected him too and it has put a strain on our relationship at times.'

The table below is a breakdown of the "bad things" responses by individual category before they are grouped. This shows that the five most frequent negative responses are "Isolation – Missing Family/Friends" (30% of respondents mentioned this); "Impact on Mental Health - Depression" (19%); "Missing Activities – Getting Out" (15%); "Impact on Support/Treatment - Delays/Changes to Care Support/Health Treatment (14%) and in joint fifth "Isolation – Loneliness"/"Isolation – Missing Social Interaction".

Bad Things About How Life Has Changed Since the Pandemic	No. of Responses*	% of "Bad Things" Responses (n351) (exc. All Bad/Nothing Recorded)	% of Respondents **
All Bad	15		7.7%
Nothing Recorded	10		5.1%
Isolation - Missing Family/Friends	58	16.5%	30.0%
Isolation - Loneliness	26	7.4%	13.3%
Isolation - Missing Social Interaction	26	7.4%	13.3%
Impact on Mental Health - Depression	37	10.5%	18.9%
Impact on Mental Health - Bereavement	10	2.8%	5.1%
Impact on Mental Health - Anxiety/Fear of Going Out	25	7.1%	12.8%
Impact on Physical Health	9	2.6%	4.6%
Impact on Mental Health - Mental Illness	4	1.1%	2.0%
Missing Activities - Getting Out	29	8.3%	14.8%
Missing Activities - Boredom	17	4.8%	8.7%
Missing Activities - Exercise	16	4.6%	8.2%
Impact on Support/Treatment - Delays/Changes to Care	28	8.0%	14.3%
Impact on Support/Treatment - Food Deliveries/Shopping	17	4.8%	8.7%
Impact on Support/Treatment - Transport	4	1.1%	2.0%
Impact to Support/Treatment - House	3	0.9%	1.5%
Other - Conflicting/Poor Information	8	2.3%	4.1%
Other	7	2.0%	3.6%
Other - Working from Home/Home Schooling/Studying	6	1.7%	3.1%
Other - Lack of Digital Skills/Devices	5	1.4%	2.6%
Other - Practice Faith	2	0.6%	1.0%
Other - Lack of Support from Employer	1	0.3%	0.5%
Financial Impact - More Expensive Shopping/Fuel Costs	7	2.0%	3.6%
Financial Impact - Less Income/Benefit Reduction	5	1.4%	2.6%
Financial Impact - Additional Support/Care Costs	1	0.3%	0.5%
Grand Total	376		

* 196 people were interviewed - interviewees could provide more than one "bad thing" response

** Percentages will exceed 100% as interviewees could provide more than one "bad thing" response

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While a number of these issues may be resolved as and when lockdown restrictions open up to allow people to interact again, especially with family, there are potentially longer-term problems to address: depression, anxiety and further health issues due to delays in treatment caused by the pandemic. There was also a sense of people needing to re-learn how to cope with social situations again.

'I have anxiety about going out, being around people. I'm scared that I'll catch it because of my illnesses so I stay in. I've been out of the house a handful of times. Otherwise I've got others to help. I only go for hospital appointments which is very scary as you are mixing with people. I'm more anxious in general. It's got to a point that I stop family members from coming into the house.'

'To be honest with you I'm more anxious. My mental health has taken a terrible blow. It's been very difficult and now I'm feeling ten times worse. Now I sleep in the day and I'm awake at night. I'm worried about noises and everything. Watching the news scares me a little bit. I'm scared about the vaccine side effects because of my medications.'

'I get angry with people who don't get masks, I have a chronic asthma so if I can put on one then everyone can. Scottish Government do what they can but people make a mockery of it all. They are selfish. My neighbours have no understanding of mental health, my housing association doesn't either. I don't know how I'll feel after the pandemic.'

Help required in the future

Any analysis of the response to the "future help" needs to be presented with the following caveats:

- a) there were significant variations in the level/quality of recording between the different interviewers
- b) for a significant number of the responses
 - a. it is not clear as to whether the responses were the respondents own future needs or their suggestions for what should be provided to others
 - b. the response has been a positive statement of a support that they have received (especially food parcels) which has been recorded as a "future help" and thus it has been included as a "future help" although it may not be
- c) some of the "future help" should not now be future help e.g. "vaccinations"; "getting back to college" but was at the time of the interviews

What help, if any, do you think you will need in the future?

35 (18%) people responded that they didn't need any "future help" but in some instances they did identify "future help(s)" that are also included in the analysis below. A further 15 surveys (8%) either didn't have a response recorded for this question or responded that they didn't know re any "future help" that they might need. 146 (74%) interviewees identified at least one "future need".

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There was a very wide of responses that resulted in 34 types of response that were grouped into eight main categories of “future help” needs. Some of the “future help(s)” could have been categorised under more than one group so there is a bit of subjectivity in the categorisation. What is clear is that the main service demands for those shielding are:

- Befriending services (by phone or in personal) to tackle isolation, especially if they could include the befriender assisting with shopping
- The reintroduction of health appointments/treatments, especially mental health support services
- Delayed work on house improvements, including aids & adaptations, could be undertaken as soon as safety rules allowed
- The provision of activities to tackle social isolation
- Help with paying utility bills/benefit advice

Of those who did provide a “future help” response, 25% (n61) of “future help” responses were related to “delivery” support. Within the “delivery” future help responses, the majority identified “delivery – food parcels” (n35) as a “future help” but in some instances it is not conclusive that the response was a statement of a “future help” need rather than being a positive statement about the food parcels. However, it is evident that there is a demand for support around the delivery of food/shopping. The level of “Delivery future help” support was followed by Health (n47; 19%) and Social Care (n39; 16%). Within these two group categories, there is an equal number (n18) of responses that stated, “Mental Health” and “Befriending” as a “future help” support need.

Future Help (Grouped Responses)	No. of Responses*	% of "Future Help" Responses (n248) (exc. No help required/Nothing Recorded/Didn't Know)	No. of Respondents*	% of Respondents**
No Help Required	35		35	17.9%
Nothing Recorded/Didn't Know	15		15	7.7%
Delivery	61	24.6%	53	27.0%
Health	47	19.0%	44	22.4%
Social Care	39	15.7%	33	16.8%
Other	35	14.1%	35	17.9%
Activities	25	10.1%	22	11.2%
Learning	17	6.9%	16	8.2%
Financial	14	5.6%	14	7.1%
Housing	10	4.0%	10	5.1%
Grand Total	298			

* 196 people were interviewed - interviewees could provide more than one "future help" response

** Percentages will exceed 100% as interviewees could provide more than one "future help" response

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The table below is a breakdown of the “future needs” responses, that received at least 10 (5% of interviewees) responses, by individual category before they were grouped, as above. This shows that the three most frequent “future help” needs are “Delivery – Food Parcels” (20% of respondents stated this was a “future help”; and in joint second “Health – Mental Health” (9%) and “Social Care – Befriending” (9%).

Future Help	No. of Responses*	% of "Future Help" Responses (n248) (exc. No help required/Nothing Recorded/Didn't Know)	% of Respondents**
Delivery - Food Parcels	39	15.7%	19.9%
No Help Required	35		17.9%
Health - Mental Health	18	7.3%	9.2%
Social Care - Befriending	18	7.3%	9.2%
Activities - Social Interaction/Tackle Isolation	17	6.9%	8.7%
Delivery - Shopping	14	5.6%	7.1%
Health - Vaccination	12	4.8%	6.1%
Other - Better/Continued COVID Safety Information	11	4.4%	5.6%
Health - Reintroduction of Appointments/Treatments	11	4.4%	5.6%
Total of 26 Less than 5% categories (excluding no	108	43.5%	55.1%
Grand Total	298		

* 196 people were interviewed - interviewees could provide more than one "future help" response

** Percentages will not match 100% as a) only “future help” categories mentioned by at least 5% of responses are included in the table and b) interviewees could provide more than one "future help" response

Young People

Background to engagements

Prior to the initial lockdown Glasgow Kelvin College offered a range of Youth work provision including daytime and evening building based programmes, detached youth work sessions and working in direct partnership with local youth and community organisations.

To follow college, national and government guidelines on restrictions, youth work activity primarily moved to online delivery and use of MS Teams channels to connect to young people as well as offering streetwork when the city was temporarily in Level 3, so the majority of the engagement with young people took place whilst still in these restrictions which invariably had an impact.

Whilst we engaged with higher numbers of young people on the street in this way the opportunities for lengthy discussion was greatly hampered by the cold weather and the novelty of the relationships. The Transitions class make up half the formal consultations.

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An online session was also carried out with young people via Urban Fox youth project and the comments are recorded [here](#).

How has life changed for you since the start of the pandemic?

Nearly every young person spoken to reported massive changes to their lives. The most common comments were about missing their friends at school and the challenges of learning online.

A sizeable minority of young people were sceptical about the vaccine and many presented conspiracy theories as justification for acting outwith the restrictions (still meeting up with friends, not wearing a mask). Others felt the restrictions were not targeted properly as the virus did not seem to them to be affecting younger people.

'There are a lot of rules to follow and I don't trust that we need to. I think we are being controlled and I don't want to be forced to get an injection'.

The pandemic also seemed to affect large friendship groups. Many young people reported losing contact with their wider social circle but retaining closer links with one or two friends. It remains to be seen whether these changes were temporary or if a reduction in the restrictions will bring with it the reformation of these larger friendship groups.

The topics of general conversation seemed to shift as well, TV/other media events became the dominant themes. Young people who used to speak about sports and activities they were involved in no longer had that to talk about and many expressed frustrations at not being able to take part in these things.

'My life is very different. I used to have a very active social life and had a holiday booked in June 2020. I have tried to follow the rules but don't always manage it. I started college this year but haven't been keeping up with the Zoom classes. I think I would have enjoyed the experience more if I had been in class'.

What are the good and bad things about that?

There were not many young people who thought there was anything good about the pandemic. Even those who enjoyed the extra time in bed from not having to get ready or travel to school did not see this as anything other than a minor bonus which did not come anywhere near compensating for the bad things.

'I feel angry that I have missed out on experiences and opportunities because of the lockdown.'

Perhaps tangentially the removal of ticket inspectors from trains was a move which more than a few young people were happy about. Despite our urging them not to, quite a few took advantage of the de facto free train travel.

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The willingness and safety in travelling beyond their home neighbourhood is a good example of the tremendous change in attitudes towards territoriality which we have seen over the last ten years. We have seen no evidence of enforced geographical restrictions reigniting territorial behaviours.

The bad things with the pandemic were frequently discussed with the following themes being repeated across our service:

Missing loved ones, many young people could not meet up with their families and some got very upset talking about it.

Grief, as many young people lost family members during the pandemic and some reported feeling additionally upset with regular funeral rites unavailable. There was also a great deal of fear that people might not get to see grandparents again.

Boredom, as the lockdowns curtailed so many things which young people used to do and a great many young people spoke about being bored during the lockdown. Although most young people reported using online means to relax and communicate none of them suggested this was as good as meeting up in real life.

Family tensions, as most young people reported an increase in arguments at home due to the proximity and duration of time spent with siblings and parents. Some young people talked about the stress apparent when spending time between two households with differing attitudes towards the pandemic and the restrictions.

'It has really affected my ability to do college work online as my house is so busy I cannot concentrate or to be fully involved. I already have issues with depression and motivation and I feel this has made it worse. I can't think of anything good about the pandemic.'

'I really miss seeing my sister and my granny. I can't think of anything good.'

What help, if any, do you think you will need in the future?

This question was the hardest to get a coherent response from young people. After it became clear the initial lockdown was going to go well beyond the 2 weeks suggested on its implementation young people (and youth workers) stopped trying to predict what was going to happen. Young people became much more focussed on the here and now as they could not reasonably imagine what life was going to be like beyond the pandemic.

Through our engagements however it became clear that those young people who did not have access to or with other barriers to taking part in online classes were falling behind their classmates. The gap which already existed between learners who did not regularly attend school and those that did grew and some young people who were coping with school normally became detached from their peers and will require additional support to catch up.

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Although only a very small proportion of young people have expressed a need for support with their mental health, nearly all young people have spoken about their mental health being negatively affected by the pandemic. The college have been running activities which give young people the space to explore their feelings, and they are certain that more needs to be done in this area, particularly around grief.





There were, however, some practical recommendations from young people. They recommend that the outdoor learning practices used in youth work settings during the pandemic be brought into schools because young people we heard from reported that outdoor learning "builds resilience and tackles trauma", which young people think is important for mainstream education: "the results are there and Glasgow could really benefit".

Young people need opportunities to be opened back up for employment and training. Like adults we heard from, young people also anticipated that they may need support to socialize again and they cited the potential of groups, like youth agencies, to support this. We recommend that such considerations are resourced.

Young people have seen the increase in local physical activity, and they would like initiatives like bike loan schemes to be supported to continue.

Who did we talk to?




The data on age, disability, ethnicity and gender of the respondents is recorded below⁵. This information was not captured for younger people, therefore this data relates to 164 of the interviewees.

5. How old are you?				
			Response Percent	Response Total
1	Under 18		1.83%	3
2	18-24,		0.00%	0
3	25-34,		2.44%	4
4	35-44		5.49%	9
5	45-54,		12.20%	20





⁵ These are the personal characteristics officially recorded by GCC and the Scottish Government. However it may be that future community engagement seeks to record a wider range of equalities data.

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5. How old are you?				
			Response Percent	Response Total
6	55-64		26.22%	43
7	65+		50.00%	82
8	Prefer not to say		1.83%	3

As expected for the shielded group, there are a high number of people aged 65 and over, however, there is a significant number of adults of working age, totalling 46% of the sample.



6 How would you describe your gender?				
			Response Percent	Response Total
1	Female		62.80%	103
2	Male		35.37%	58
3	I prefer not to say		1.22%	2
4	I self describe as:		0.61%	1

This figure highlights the disproportionate impact of the pandemic on women.

7. Do you have a physical or mental health condition or illness lasting or expected to last 12 months or more?				
			Response Percent	Response Total
1	Yes		88.41%	145





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7. Do you have a physical or mental health condition or illness lasting or expected to last 12 months or more?				
			Response Percent	Response Total
2	No		10.37%	17
3	I prefer not to say		1.22%	2






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8. If 'yes', does your condition or illness reduce your ability to carry-out day-to-day activities?

			Response Percent	Response Total
1	Yes - a lot		69.39%	102
2	Yes - a little		24.49%	36
3	Not at all		4.76%	7
4	Prefer not to say		1.36%	2

Given the nature of the shielding programme, this data is not surprising. However, it is worth noting that of the shielders, a significant 10% did not have a permanent condition, and almost 30% are impacted only a little, or not at all by their condition.

9. How would you describe your ethnicity?

			Response Percent	Response Total
1	White		90.24%	148
2	Mixed or multiple ethnic group		0.61%	1
3	Asian, Asian Scottish or Asian British		3.66%	6
4	African		1.22%	2
5	Caribbean or Black		0.00%	0
6	Prefer not to say		4.27%	7
7	Other (please specify):		0.00%	0

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Without a recent census, we can't be sure of the current BME population of Glasgow, but a fair estimate would be between 15-20%. This would be far lower in the 65 and over age group, so the high figure of 90% White is reflective of that demographic.

General comment

As stated at the start of the report, there was no intention to duplicate work carried out by other equalities organisations, some of which are highlighted in the appendix to the report. In addition, there has not been the capacity within the group to analyse the equalities information in relation to the coded data. This may be something to consider in future with adequate resourcing.

However, many of the respondents were disabled people, and it is worth reminding ourselves of the disproportionate impact of the pandemic on this group, who despite having various conditions, did not live their lives in lockdown before the pandemic.

'My daily life has been totally disrupted. Lockdown with a mobility disability is unbearable. Being locked up makes disability more difficult to live with, all I concentrate on is my lack of ability rather than the ability I have to do things. Not getting to see anyone is hard, I used to go out every day to socialise. The first lock down flew past as no one knew what it was or expected it, the 2nd and 3rd have dragged in and its completely demoralising.'

5. What this data tells us

Mental Health and Loneliness

The general themes from the responses were that isolation is starting to influence shielded people's mental health and mood. There is increased anxiety about COVID 19 and either catching it, or someone vulnerable in their household/support bubble catching it and the potential consequences this could have for those with underlying health conditions.

As you would expect, people are missing social interaction with family and friends. In the North West, a number of people indicated that pre-existing mental health conditions had been exacerbated by lockdown. Many shielders are heavily reliant on family and friends for support and to get them their daily needs. Whilst there is some evidence that this has brought a new-found appreciation for support that family provide and a strengthening of relationships, mention was made by others that being locked up together for so long was adding strain to their relationship.

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Loneliness came through as a factor that people were struggling with and many people thanked callers and were keen for us to contact them again so they had someone to talk to. In addition, many people reported anxiety about how they would manage in the future,

Appointments

There were a couple of references that indicated there is growing frustration at appointments being cancelled or changed to an alternative venue that were not necessarily easy to get to. There was worry about health issues being exacerbated as many services were paused, with increased symptoms and longer term health impacts.

Food Parcels

Food parcels that had been getting delivered during the first lockdown have since stopped but these appear to have been well received and would be welcome again for any further lockdowns. For some it gave access to regular food deliveries that they might otherwise have struggled to afford.

Finance

Some of the comments made suggest that financial concerns around paying for utilities were praying on their mind and support here would be welcomed. There were instances of people in receipt of food parcels but without power cards etc they were unable to cook. While officers tried as far as they could to join this up in the first lockdown, there were difficulties e.g. many smaller housing associations had staff on furlough leaving a gap in local support services.

Digital Support

People mentioned that they had been in receipt of digital devices which was overall welcomed as an initiative as it helped them to connect online with friends and family as well as accessing information and support. However, some respondents said that they were given devices but did not know how to use them so felt that without training this was of little help.

Negative and Positive impacts of Lockdown

Overall there was more negative than positive points about lockdown. Even those who had kept working and had no financial worries, struggled with anxiety and home schooling and fear for the future. Some people did note an increased empathy for others, having now experienced low mood and isolation for themselves.

Future Support

In terms of future support, food parcels/prescription collections and support for utilities or financial support/guidance would be welcome. Having a choice in the food parcel contents e.g. no meat products for vegetarians or people with religious dietary requirements was also mentioned as a potential improvement for any future food parcel support.

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As highlighted above, the key areas for support are:

- Befriending services (by phone or in person) to tackle isolation, especially if they could include the befriender assisting with shopping
- The reintroduction of health appointments/treatments, especially mental health support services
- Delayed work on house improvements, including aids & adaptations, could be undertaken as soon as safety rules allowed
- The provision of activities to tackle social isolation
- Help with paying utility bills/benefit advice

While some respondents were unable to articulate the kind of support they needed, there was a high number who wanted to be involved in future discussions about that. We asked the question: would you like to be involved in this work going forward? In response, 67 people responded that they would like to be involved. However, there were only 15 questionnaires with a recorded No to this question, so it is unclear how many interviewees were asked it at the end of the interview. In some instances, the question doesn't appear to have been in the questionnaire that was used, so the number indicating interest could have been higher. Either way, at least 34% of respondents wanted to be involved in developing solutions to the problems intensified by or created by the pandemic.

One final point is that we should be wary of assuming that, as restrictions slowly ease, a number of these problems will go away. Some may, but there will be a fearfulness and anxiety about returning to 'normal' life for many.

6. What was good and bad about the project

A number of the staff who made the calls provided feedback at the end on how they felt the process worked for them. Some of the general points from the feedback forms are outlined here:

- On the whole staff found the engagement experience positive but felt limited in terms of being able to offer more than a 'listening ear' particularly for those with complex and compound support needs. Staff also felt unprepared to handle some of the more distressing calls including suicidal intentions and bereavement. Given many of the respondents reported adverse impact of the pandemic and lockdown on their mental health, it is important to ensure that future engagement approaches prepare staff accordingly and include signposting and other support measures. Follow up contact should be considered to check in with respondents and staff need to be better prepared to deal with complex issues particularly mental health and financial distress.
- Those who were contacted appreciated the 'human contact' and the opportunity to chat and be listened to. This was preferred to surveys and questionnaires being sent via post and email. Also as the respondents had been asked previously if they

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wanted to be contacted, this meant that neither participants nor staff were subjected to cold calling. Most people who were contacted felt as though they had been left with no contact from any services for nearly a year and as a result they were not confident that any feedback they gave would be acted upon. It is therefore crucial that the lived experiences of these people is not only heard, but responded to and acted on.

There is plenty of learning to be had from this experience. Due to the nature of the shielded group, we could have prepared the callers better for this experience. While the good outweighed the bad, we need better support and debriefing systems in place before doing any further work of this kind with vulnerable client groups. The point about locally based support routes is useful, however the challenge was being able to provide that level of information for every postcode in the city. *Glasgow Helps* was useful up to a point but less so for the more specific issues raised by some of the people interviewed.

It was also a challenge for the project team themselves who were at various times struggling from the same issues as everyone else: social isolation, loneliness, managing care responsibilities (including home schooling) and poor mental health. As everyone was carrying out this work on top of other demanding workloads, the project delivery time was longer than originally anticipated. But despite these difficulties, there was a general feeling of enjoyment from the collaborative partnership working and a sense of doing something positive for Glasgow citizens.

7. Recommendations

With the findings indicating a strong requirement to plan and action social recovery with communities, and with the SRT committed basing its decisions on communities' experiences, this report recommends that the taskforce develops its strategic direction to set out how this will be done. This report proposes a framework that could usefully structure and optimise workstreams' engagement with communities.

While a number of issues encountered in our key findings may be mitigated as and when lockdown restrictions open back up to allow people to interact again, especially with family, we recommend taking a longer-term approach to tackle problems that we can anticipate enduring for some time, including: depression, anxiety (including coping with social situations) and further health issues due to delays in treatment caused by the pandemic.

In terms of pragmatic future support, our findings indicate that food parcels/prescription collections and support for utilities or financial support/guidance would be welcome and we recommend considering how services across the city can best meet such needs. Having a choice in the food parcel contents e.g. no meat products for vegetarians or people with religious dietary requirements was also mentioned as a potential improvement for any

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future food parcel support, again illustrating that many people wish to have a say in how support is planned and delivered.

The SRT has already identified a need to base its planning on the experiences of communities' experiencing some of the worst impacts of the pandemic; this involves engaging with people who may be in distress or who may be disclosing distressing information. For staff engaging with communities as part of the SRT and workstream activities, we recommend developing support and debriefing systems so that staff are engaging appropriately and signposting to appropriate support services in ways that also support staff wellbeing. *Glasgow Helps* was useful up to a point, but less so for the more specific issues raised by some of the people interviewed, such as bereavement, so we recommend that gaps in support and signposting are identified and resolved.

8. What we want you to do

As stated at the beginning, the purpose of this report is to set out the issues for communities, propose recommendations about what to do about them and to seek agreement from the Social Recovery Taskforce on a *framework* to guide their decisions making processes and their actions as a result of engaging with communities. The working group have been clear from the start that the intention was to continue an ongoing dialogue with communities, not to 'consult and go'.

By framework, we mean a clear plan, so that taskforce members agree how they will reach decisions and so that community engagement staff are able to communicate clearly to communities how their ideas will influence the taskforces decisions and action.

This proposed framework is underpinned by the National Standards for Community Engagement that were revised and re-published in September 2020 to support recovery and renewal⁶. The purpose of these standards is to support good community engagement practice during and after the pandemic, taking into account specific issues reported by communities including: increasing unemployment, economic recession, digital exclusion, mental illness, social isolation, homelessness and loneliness. All of these are issues reported by the participants in the interviews.

Framework

This working group proposes that we use the intelligence it has gathered as a basis for co-producing recommendations with communities about the type of support and action they think will be necessary. The reasons for proposing co-production is that the COVID-19

⁶ National Standards for Community Engagement – Recovery and Renewal:
<http://www.voicescotland.org.uk/support-materials/>

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pandemic has emphasised the democratic need for decisions to be made *by* people about what affects them⁷.

With this approach in mind, we propose a framework that guides the co-production of recommendations *with* communities, and guides the decision-making processes taken by the taskforce in response. We know that different workstreams are at different stages of progress. Some may have already begun the development of workplans, some are in the early stages of discussion. Some are already building their workstream on a foundation of community engagement. Either way or in between, the workstreams can benefit from this approach. If workplans have already developed, these can be tested out and revised using a co-produced approach.

The framework below is based on models of designing engagements⁸ and supporting dialogue and deliberation to making effective decisions and taking the right actions⁹:

Co-producing recommendations with communities	Dialogue: <ul style="list-style-type: none">• Explore the key themes and findings with communities to learn the extent that they reflect diverse experiences of the impacts of the pandemic and the range of support required to support social recovery.• Build understanding and relationships.• Co-produce a shared meaning of the range of lived pandemic experiences and a shared set of support requirements needed for social recovery.
	Deliberation: <ul style="list-style-type: none">• Exchange, listen to and understand communities' reasons for the types of support required for social recovery.• Weigh up alternative ideas about support and recommendations.• Decide on recommendations to make to the SRTF.
Taskforce decisions and actions	<ul style="list-style-type: none">• Accept recommendations, commit actions and allocate resources.• Actions may include allocating resources for processes in which communities have the power to make decisions that matter most to them (including Participatory Budgeting) as well as actions for taskforce members.

⁷ Co-production: Building Back Better something different or more of the same?:

<http://coproductionscotland.org.uk/events-and-news/news/co-production-building-back-better-something-different-or-more-of-the-same/>

⁸ How to design and plan public engagement processes: a handbook: <https://policyscotland.gla.ac.uk/public-engagement-processes-handbook>

⁹ Public Dialogue and Deliberation: A communication perspective for public engagement practitioners : <https://oliversdialogue.wordpress.com/public-dialogue-and-deliberation/>

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The key message in this framework is that we are asking providers to really listen to communities and start from there. That we agree to a degree of honesty about what works and what the resource challenges are. That we commit to being open to doing things in a different way if that is required. The lived experience and participation of communities, combined with the knowledge and resources of professionals, is the cornerstone of the community development approach that can facilitate genuine empowerment.

Current workstreams and leads

Mental Health (workstream lead: Fiona Moss, Public Health Oversight Board - <https://www.glasgowcpp.org.uk/index.aspx?articleid=25628>)

Technology and Digital (workstream lead: Colin Birchenall Digital Glasgow Board – these terms of refs indicate which members are on the board) <https://glasgow.gov.uk/councillorsandcommittees/viewSelectedDocument.asp?c=P62AFQDN2U0GDNUT0G>

Third Sector (workstream lead: Ian Bruce, GCVS - <https://www.gcv.org.uk/>)

Black and Minority Ethnic Communities (Lead: [Jatin Haria](#), GCC BME Taskforce Group)

Disabled Communities (Lead: Tressa Burke, [Glasgow Disability Alliance](#))

Food Provision (Lead: Louise Mackenzie, [Glasgow Food Policy Partnership](#)/Glasgow Community Food Network)

Violence Against Women (Lead: Kirsti Hay, [Violence Against Women Partnership](#))

Volunteering (Lead: Jill Miller, Glasgow Life - Volunteering Strategy Governance Group)

Child Poverty (Lead: Fiona Moss (see above), Child Poverty Governance Board)

Young People/Transitions (Lead: Mike McNally, Glasgow City Council Glasgow Partnership for Economic Growth)

Property (Lead: Ian Robertson, Making Best Use of Our Assets: Property Group)

Our proposal is that that we ask each workstream to identify the key themes of their workplan and show: how communities have influenced the development of it so far, what some of the challenges are in doing so and what kind of practical support they would need to meet those challenges. We need to understand the scale of the resources needed to support partners and communities on a co-production journey. While the Community Engagement Working Group want to continue facilitating this process, we will need to widen the support and engagement. Training and development must also be part of the picture at all levels of staff: not just those involved in frontline delivery.

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Given the potential for resource and capacity issues, it might be that the SRT decides to take the approach of *a number of pilots to take this work forward*, where the workstreams are not already co-produced.

In planning our work, we reference such concepts as *empowerment* and *co-production* time and time again, without ever really living up to what they mean. The Community Empowerment Act has so much potential to change our top-down way of working but is underused by communities. Many citizens will have no idea of the rights they have to participate in civic life, but we don't need to wait until they find out. With so much recent upheaval in our way of working, this is the right time to change our practice and shift power towards citizens, where it should be.

Actions for implementing recommendations:

It has been agreed that the SRT will conclude in December 2021 and that all outstanding workstreams will merge into the Community Plan for Glasgow, which is due to be updated in the autumn.

- **Identify resources to take recommendations forward.**

This process will be initiated by the working group at the August SRT meeting, where we will facilitate a group discussion, leading to agreed actions, including scoping of necessary resources to adopt a deliberative dialogue process on some of the workstreams. While the SRT may not exist after December, the need for services will continue.

- **Decide how the SRT will include the 'lived experience and voices of communities'**

Although the SRT may not exist after 2021, the key partners around the table will continue to report from most of the structures into the Community Planning Partnership Strategic Group. We recommend that the CPP partners are best placed to discuss and agree how lived experience influences service planning and design.

- **Youth work settings and schools**

Explore the extent that learning from youth work settings during the pandemic, such as outdoor learning, can be taken up by schools by working with youth groups, education services and schools

- **Mobilising support for young people**

Understand how support can best be mobilised for young people to access employment and training opportunities across the city by mapping current provision and identifying how new opportunities can be created and how existing services may be enhanced.

- **Commit to ongoing engagement with citizens and communities, which should be evidenced in the workplans**

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As an outcome of discussion at the SRT in August, it is recommended that concrete actions are agreed relating to:

- Evidencing community influence on the workstreams
- Identification of community engagement resources across partners and gaps
- Leadership and sphere of influence of the work
- Future links to the CPP and Community Plan.

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Appendix one: Some other community engagement reports relating to the pandemic

General

Scottish Government: Covid impact report:

<https://nationalperformance.gov.scot/scotlands-wellbeing-impact-covid-19>

Scottish Government Social Renewal Board:

<https://www.gov.scot/publications/not-now-social-renewal-advisory-board-report-january-2021/>

/together national conversation:

<https://together.org.uk/talk-together/> summary <https://together.org.uk/Executive-Summary.TalkTogether.pdf>

GCPH/Policy Scotland Micro briefings

<https://policyscotland.gla.ac.uk/covid-19-project/covid-19-microbriefings/>

Disabled people –

Glasgow Disability Alliance:

<https://gda.scot/wp-content/uploads/2020/09/GDA%E2%80%9393Supercharged-Covid-19Report.pdf>

Inclusion Scotland:

<https://inclusionscotland.org/covid-19-evidence-survey/>

LGBT people

<https://www.lgbtyouth.org.uk/news/2020/how-covid-19-is-affecting-lgbtqiplus-young-people-living-in-scotland/>

<https://pinksaltire.com/wp-content/uploads/2020/11/Easyread-Report.pdf>

BME people

A number of useful documents from the National Expert Group on Covid 19 & Ethnicity:

<https://www.gov.scot/groups/expert-reference-group-on-covid-19-and-ethnicity/>

CRER have information about the needs during the first lockdown and a survey of BME community providers. Contact carol@crer.org.uk for more information.

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<https://bemis.org.uk/wp/wp-content/uploads/2020/08/BEMIS-EMNRN-ERG-Recommendations-August-2020.pdf>

Equalities generally:

<https://www.gov.scot/binaries/content/documents/govscot/publications/research-and-analysis/2020/09/the-impacts-of-covid-19-on-equality-in-scotland/documents/full-report/full-report/govscot%3Adocument/Covid%2Band%2Binequalities%2BFinal%2BReport%2BFor%2BPublication%2B-%2BPDF.pdf>

Young People

Young Minds have been doing surveys with young people every month:

<https://youngminds.org.uk/about-us/reports/coronavirus-impact-on-young-people-with-mental-health-needs/>

Scottish Government:

<https://www.gov.scot/publications/covid-19-children-young-people-families-december-2020-evidence-summary/pages/8/>

Youthlink Scotland:

<https://www.youthlinkscotland.org/covid-19-guidance/>

The Health Foundation:

<https://www.health.org.uk/publications/long-reads/generation-covid-19>

Appendix two – acknowledgements

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Thank you to...

The planning group:

- Judith Hunter & Jonny Pickering, Community Empowerment Services, GCC
- Alex Byers and Coleen Willoughby, Communities and Adult Learning, Glasgow Life
- Cat Tabbner, Community Engagement, GCPH
- Maggie Murphy, Youth and Community work, Glasgow Kelvin College
- Callum Lynch, Community Engagement, Glasgow HSCP

Report writing team:

Judith Hunter, Cat Tabbner, Maggie Murphy and Coleen Willoughby.

Data Collection and coding:

Stephen McGill, Community Empowerment Services, GCC

Tony Begley, Glasgow Life

Call handlers:

Annemarie Gorman, Joyce Lau, Martin Hawkins, Mark Ellis, Steven Dowling, Lawrence O'Neill – Community Empowerment Services

Cat Tabbner – Glasgow Centre for Population Health

Ola Pawluk, Yvonne Reilly, Donna McGill, Ruth Plummer – Community Connectors/Thriving Places

Callum Lynch, May Simpson – Health & Social Care Partnership

Jamie Lumsden & Martin McKerry – Glasgow Kelvin College

Jonny Howes, Gordon Mackie, Lesley Crawford, Susan Docherty, Peter Hunter, Emma O'Donnell, Stephen McDermott, Janet Bain, Mary Rocks, Clare Robertson, Natalie McNair, Corinne Allan, Nicola Byfield, Graeme Crichton, Amanda Clark, Barry Hutchison, Charlie Mooney – Glasgow Life

And finally, to all the people we interviewed, Urban Fox youth project, and all the young people who gave their time to share their experiences and their hopes for the future

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**Glasgow Community Planning Partnership
Executive Group**

**Report by Director of Community Empowerment and Equalities
Contact: Bernadette Monaghan Telephone: 0141 287 0060**

Glasgow City Food Plan

Purpose of Report:

To provide members of the Executive Group with the Glasgow City Food Plan.

Recommendations:

The Executive Group are asked to:

- Note the report



Glasgow City Food Plan

2021 to 2031

Foreword

The coronavirus pandemic has proved how important – and how fragile – our food system is. We continue to see new and deepened financial problems for many citizens and the need to ensure everyone has enough nourishing food has never been more important.

Local food producers and retailers can not only help make healthy food more accessible, but can also support local people through employment and help build a more local, resilient food supply chain. Growing our local food economy can be supported by our personal food choices but also by how we spend our public money on food. It also matters *how* our food is produced. Food that is good for the planet is also good for us. If we are aiming to meet our climate emergency commitments, we all need to change how we all think about the food we eat.

In November 2021, the UN Climate Change Conference (COP26) is scheduled to be held in Glasgow, providing an opportunity to showcase our innovation in carbon reduction as well as providing momentum towards achieving a net zero city by 2030. In many Glasgow communities, inspirational work that embraces the connections across the food system has been ongoing for many years. We need to build on this work across the city and across our public, private and third sectors. Not only do we consider this Glasgow City Food Plan to be vital to our achievement of our shared equity, health and sustainability goals, but we see it as central to the social and economic recovery of our city.

Bailie Elaine Ballantyne, Glasgow City Council
Linda de Caestecker, NHS Greater Glasgow & Clyde
Abi Mordin, Glasgow Food Policy Partnership
Fiona Moss, Glasgow Health and Social Care Partnership
Councillor Anna Richardson, Glasgow City Council



Cllr Anna Richardson



Dr Linda de Caestecker



Abi Mordin

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Bailie Elaine Ballantyne



Fiona Moss

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Introduction

Welcome to the Glasgow City Food Plan. The Glasgow City Food Plan is a long term (10 year) plan. It has been developed by [Glasgow Food Policy Partnership](#) (which brings together representatives from public, private and third sectors, each with an interest in aspects of the food system in Glasgow). So far over 600 people and organisations from across Glasgow have been involved in shaping and developing the plan, as members of working groups or in contributing and participating in consultation on the draft plan (October to December 2020).

The infographic below sets out some of the challenges and issues that Glasgow City Food Plan is aiming to tackle.

GLASGOW'S FOOD SYSTEM

Glasgow's food system is complex, interconnected and reaches well beyond Glasgow's boundaries. It involves all the processes needed to feed a population, including growing or producing food, distribution, and getting rid of waste. It is influenced by the economy, society and political factors and it affects our health and our environment.



The Glasgow City Food Plan can help guide us towards making a food system we are proud of, where everyone is able to eat healthy, tasty, affordable food that supports local business and minimises negative impacts on the environment

Search 'Glasgow City Food Plan' at www.goodfoodforall.co.uk

We want Glasgow to be a city where tasty, healthy, affordable food is accessible to everyone. Where local food enterprises are supported and celebrated. Where we produce, provide, purchase and consume food that is good for the planet, good for animal welfare, and for good for those involved in growing, making and selling it. In doing this, we will work towards an inclusive, sustainable, resilient and fair economy for our whole community.

The COVID-19 pandemic has highlighted the importance of resilient food systems and made people more aware of the links between food, health, poverty, consumption, supply chains and purchasing patterns. Challenges to our food system affect everyone but food can also bring communities together in inspiring ways. This Plan will therefore also make an important contribution to Glasgow's recovery from COVID-19.

In November 2021, the UK will host the [26th United Nations Climate Change Conference \(COP26\)](#). This will take place at the Scottish Event Campus, Glasgow, between 1st and 12th November, providing an opportunity to showcase our innovation in carbon reduction as well as providing momentum towards reaching our ambitious net zero targets.

What is the food system?

A food system describes all the processes needed to feed a population, including growing or producing food, distribution, and getting rid of waste. It influences – and is influenced – by society, the economy, health, the environment, and political factors as shown below.

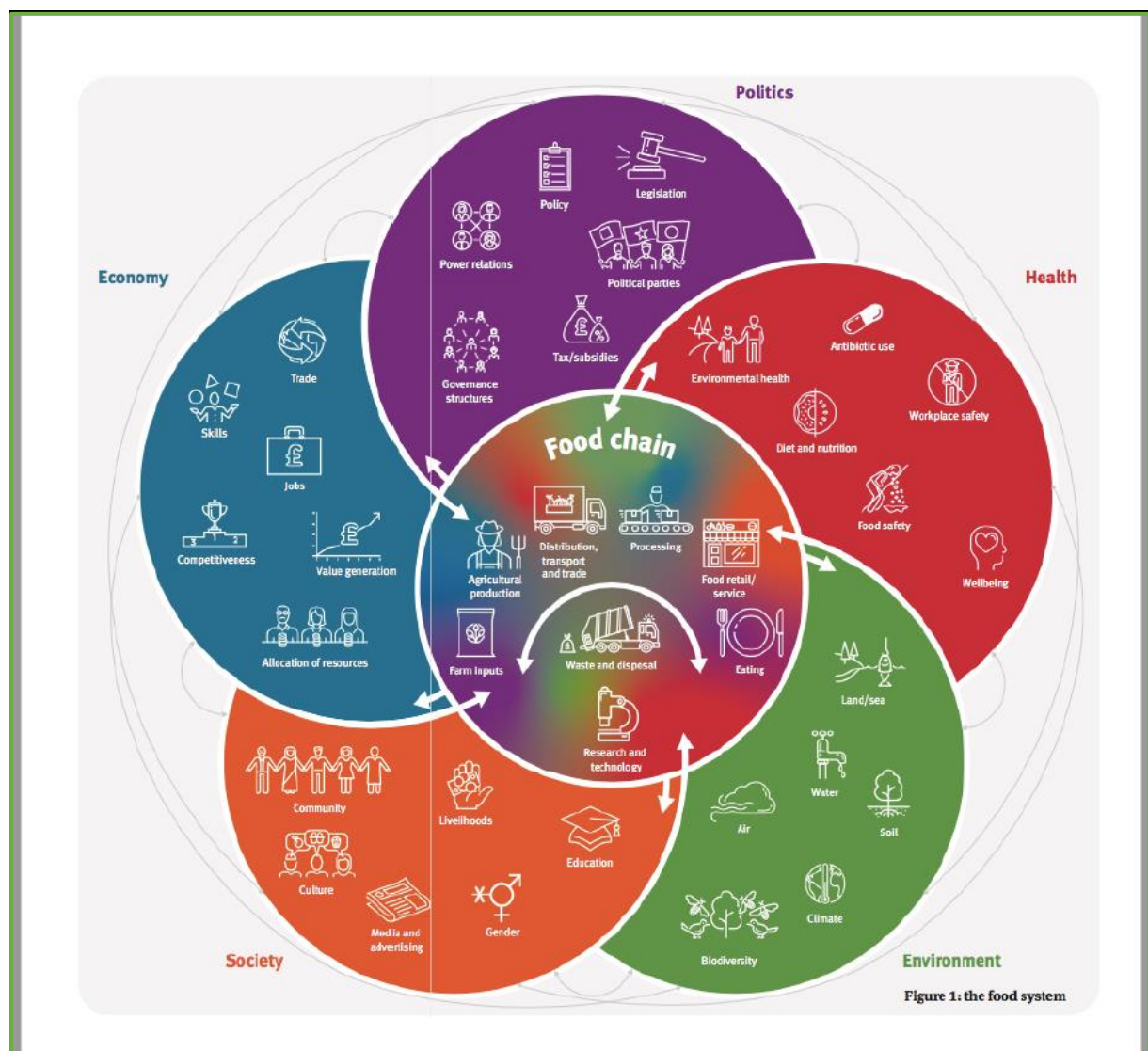


Figure 1: The food system

Source: Centre for Food Policy, City of London University.

The Glasgow City Food Plan uses the [Sustain definition](#) of 'good food' or 'sustainable food' throughout, aiming to increase sourcing from sustainable low carbon, local

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sources, which may include organic. In the longer term this demand should help drive an increase in supply. We will commit to reviewing this within the Glasgow Food Policy Partnership each year, when the Glasgow City Food Plan is reviewed, taking expert opinion and evidence into account.

Producing food in line with organic principles has multiple environmental benefits but there a number of pressing issues to be balanced, particularly in the short term, e.g. organic vs local will be a challenge until more organic food is being produced locally, and the cost of organic produce can be prohibitive at present. A long term goal needs to be increasing the proportion of organic food in production locally and improving the equitable access to this.

What is the Glasgow City Food Plan?

Glasgow City Food Plan is a framework to achieve:

“a food system in Glasgow that is fair, resilient and environmentally sustainable and enables everyone in Glasgow to eat healthy, affordable, culturally appropriate Good Food irrespective of where they live, their income or personal circumstances.”

The plan has the following long term outcomes, which we want to deliver over the life of the Plan:

- Improved access to healthy affordable food and reduced food insecurity.
- Increased understanding of the food system especially with regards to nutrition and sustainability.
- More opportunities for communities to enjoy cooking and growing together
- A thriving local food economy which promotes fair work and principles of sustainability.
- Increased availability and use of seasonal, locally grown and produced food in or close to Glasgow.
- Improved health and wellbeing as a result of improvements in our food system and food environment.
- More food produced in ways that are good for the environment.
- Reduced food waste, increased redistribution of surplus food, and reduced environmental impact from food waste.
- Reduced greenhouse gas emissions (direct and indirect) arising from our food system.

The Plan has been developed around 6 main themes identified as areas where action needs to be taken to achieve the long term outcomes. Each theme is described briefly below.



Food Poverty – Fair Food for All

Many people in Glasgow continue to experience food poverty and insecurity, made worse by the rollout of Universal Credit and the impact of the COVID-19 pandemic. Around one third of Glasgow's children live in poverty and recent research showed around 11% of people had experienced food insecurity at least once in the previous year. Many areas of the city also have limited local access to healthy affordable food sources. The role and scale of emergency food providers in the city such as Trussell Trust and organisations who are part of the Independent Food Aid Network, have continued to grow with over 40 foodbank delivery points in the city and around 50 places providing free hot meals. Partnership work to tackle food insecurity has been strengthened and increased focus is placed on maximising household income, promoting "cash first" approaches and testing and developing new models of support.



Community Food

Glasgow is home to a well developed community food sector. Its collective voice is [Glasgow Community Food Network](#) (GCFN). Many hundreds of people benefit from involvement in community food projects including allotment sites and community gardens across the city as well as community cooking and meals. Community food projects impact positively on our communities wellbeing and do much to help the local environment. Growing food and eating locally sourced produce also helps to reduce carbon emissions, and growing spaces bring increased biodiversity. The Community Food sector has played a critical part in the city's response to COVID-19. Much more needs to be done to support the sector to be sustainable and ensure everyone can access local community food projects.



Food Procurement and Catering

Glasgow's public sector presence and catering and procurement for the public sector is a significant part of the city's economy and is part of the Food Economy described below. Glasgow City Council serves over 13 million school meals annually and NHS Greater Glasgow and Clyde provides around 10,000 patient meals per day. Glasgow's Colleges and Universities have a combined student population of around 120,000. Glasgow City Council through City Property Glasgow also manages the Glasgow Wholesale Market which has an annual turnover of £250 million.

While the climate emergency has pushed the need to reduce food miles up the agenda - the pace at which this can be accelerated will be dependent on a

number of factors, including the scope of procurement policy to provide further opportunities for local, as well as organic, suppliers. This will help to create demand, fill any gaps in the local market, stimulate the local economy and radically reduce food miles and carbon emissions in line with the city's carbon management plan. In particular, where possible, reducing the size of contracts, so that they can be bid for by a more diverse range of businesses, e.g. smaller and local businesses, will have a greater local economic impact for every pound spent.



Food Economy

Across the UK around 50% of all food consumed is imported and local food spend while increasing, only equates to around 1-2% of household food spend. Locally produced food bought from a local retailer can be worth almost ten times as much to the local economy as the same food from a long distant producer, purchased in a supermarket. Glasgow needs to both grow and source more food locally.

The Food and Drink Sector contributes around £330million per year to Glasgow's economy and the food and drink service sector accounts for around 8% of jobs. The city has a vibrant but small local food sector, some urban market gardens supplying locally and many larger food and hospitality businesses. There are many varied and enjoyable employment opportunities in this ever evolving sector with good progression prospects. However, there are also many jobs in this sector that are not well paid.



Food and the Environment

Around 30% of the greenhouse gas emissions that drive climate change arise from the food system. A third of food produced is never eaten, costing the average household around £440 per year and industrialised, non-organic, agriculture contributes, on average, 3.5 tonnes more carbon in the soil for every hectare compared to organic farmland. Sustainable urban agriculture, using both traditional and new technologies, is an important part of building a sustainable food system which benefits the local economy. It will also be important to increase demand for more sustainably produced food – an important part of the impact of food on the environment is shaped by the diet we eat. Imported food will however continue to be an important component of our diet, particularly in the short term while local food production and supply is developed, and choices about imported food should include consideration of the sustainability and fair trade principles employed in producing that food.

Redistributing surplus food to those who can use it (for example, through schemes run by Fareshare) not only reduces carbon emissions, but also

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supports food sharing in communities across Glasgow. Fareshare estimate that every tonne of redistributed food provides over 2,300 meals. Glasgow City Council has also invested in technologically advanced waste management systems that help reduce the impact of waste on the environment. However, there is a need to reduce the amount of food that is wasted in the first place, primarily through prevention and redistribution. There is a need to reduce the amount of unnecessary and difficult-to-recycle food packaging and increase the amount of packaging that can and is recycled.



Children and Young People

Nearly 100,000 children (aged 0-15) live in Glasgow and children make up around 16% of Glasgow's population. Good early eating patterns are essential to ensure that they grow and develop appropriately. This in turn contributes to a healthy body weight in childhood.

Breastfeeding provides the best nutrition for babies and supports both short- and long-term health for both the child and mother. Rates in Glasgow City have been slowly increasing. Exclusive Breastfeeding at 6-8 weeks in 2016/17 was 24.6% and in 2019/20, this had increased to 27.3% (Source ISD Scotland). We wish to further support these improvements through the plan, providing enhanced support where required. The plan will work collaboratively with current work programmes in relation to UNICEF, the Breastfeeding Friendly Scotland Scheme and breastfeeding support groups.

High numbers of young children are at risk of being overweight or obese with a growing inequality between the most and least deprived areas in the city. In 2018/19, 74.5% of Primary 1 children in Glasgow were in the healthy weight range and 24.4% were at risk of overweight or obesity. The likelihood of being overweight or obese increases with age for the majority of children.

Free school meals are available for pupils in Glasgow from P1 to P4 and this is being considered for P5 to P7. Around 40% of Glasgow's school children are currently entitled to a free school meal. In 2019/20 uptake of free school meal entitlement was 77% in primary school, 57% in secondary school. The relatively high uptake of free school meals at primary school does not follow through to secondary school, where many young people report buying their lunch from a shop or van outside of the school (47% of S1 to S6 in 2014/15). Around many of our secondary schools there are numerous opportunities to buy unhealthy food cheaply and only 35% of Glasgow's young people reported having had five or more portions of fruit and vegetables per day. Initiatives funded through the Children's Holiday Food Programme provide meals and activities during school holidays. The Scottish Government over the course of the Covid 19 Pandemic have provided resources to provide payments to families entitled to free school

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meals over school holidays. Proposals to make this a permanent support are currently being progressed.

The Implementation Plan at page 11 is organised around these six themes. It is important to note that although the issues and challenges have been grouped under these themes, none can be considered in isolation and all are interlinked with other themes. Most actions will be more effectively delivered with a recognition that they relate to actions in other themes. It is therefore important that the Glasgow City Food Plan is considered as a whole document.

Who is the Glasgow City Food Plan for?

The Glasgow City Food Plan is for everyone living and working in Glasgow; it proposes a vision of creating a better food future for Glasgow and proposes how we can get there by working better together.

We hope the Glasgow City Food Plan will be helpful to those living, working or growing, producing or selling food in Glasgow, be that in the public sector, in business, or in the community. Together we can create a better, fairer, healthier, more resilient and more sustainable food system.

As the Glasgow City Food Plan has developed, our partnerships have strengthened and we have engaged with and involved people across Glasgow. The consultation on the draft Plan (October to December 2020) attracted over 600 responses which have helped to shape the final Plan. A link to a summary of the outcomes from the consultation is available [here](#). We want to continue to engage and involve people in the Glasgow City Food Plan and have explicitly build this into the plan.

Links to other strategies, plans and targets

The Glasgow City Food Plan will contribute to the achievement of the following national targets:

- Reducing child poverty (Child Poverty Act 2017).
- Zero hunger by 2030 (Sustainable Development Goals).
- Reducing food waste by 33% by 2025 and halving food waste by 2030 (Scottish Government Circular Economy Strategy).
- Net zero emissions in Scotland by 2045.
- Halving childhood obesity by 2030 (Scotland's Diet and Healthy Weight Delivery Plan).

At a city level, Glasgow City Council has committed to working with partners to achieve carbon neutrality by 2030. Actions across all the themes will contribute to the achievement of this target.

The Glasgow Food Policy Partnership leads Glasgow's work to become a Sustainable Food Place and Glasgow City Council is committed to working with the Glasgow Food Policy Partnership to achieve a Sustainable Food Place award within a year of the Food Plan being launched.

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In the implementation plan from page 10, we also highlight links to existing strategies and plans and where those support and contribute to the delivery of the Glasgow City Food Plan. Further detail on relevant plans and strategies is also provided in [Appendix 1](#).

How we will monitor and measure progress

The Glasgow Food Policy Partnership (GFPP) will be responsible for the implementation of the Glasgow City Food Plan. It will report annually and publicly on progress to the Glasgow Community Planning Partnership. GFPP will also review and revise actions on an annual basis.

Glasgow City Council has also signed up to the [Milan Urban Food Policy Pact](#) which has a set of 44 indicators for signatory cities to report on covering: social and economic equity; food governance; sustainable diets and nutrition; food waste; food production; and food supply and distribution. We have drawn on these indicators in the development of the implementation plan.

IMPLEMENTATION PLAN

The plan is set out under the 6 themes referred to earlier. Actions are either short term (deliverable within 2 years) or medium term (deliverable within 5 years). Under Proposed Delivery Organisations we have detailed the partners identified to date. In the first year of the plan we will continue to develop partnerships with other relevant organisations.

ACCESS TO FAIR FOOD FOR ALL		Supports Long Term Outcomes: Improved access to healthy affordable food and reduced food insecurity. Improved health and wellbeing as a result of improvements in our food system and food environment.	
Actions	How We Will Get There	Performance Indicators	Proposed Delivery Organisations
MAPPING AND INCREASED UNDERSTANDING OF THE CURRENT LEVELS OF FOOD INSECURITY/REFERRAL PATHWAYS			
SHORT TERM 1. Understand current levels of food insecurity and supports and how these relate to levels of child poverty in the city.	<ul style="list-style-type: none"> Define food insecurity in the plan – convene small working group to define food insecurity in the plan. Map the resources available to tackle food insecurity including financial inclusion work and wider food aid work (Review this item after year 1). Create a maintained organisational chart of strategic groups related to food insecurity, 	<ul style="list-style-type: none"> All strategic groups tackling food insecurity in the city to adopt a shared understanding of food insecurity Changes to the organisational chart as a result of evolution and use. Number of groups/people using the 'Free Food Map' to inform planning/partnership working. Health and Social Care Partnership Adult Health and Wellbeing Survey data on food insecurity compared with Scottish Health Survey data. 	<ul style="list-style-type: none"> Glasgow City Health and Social Care Partnership, Health Improvement Glasgow Community Food Network City wide anti-poverty structures (including Challenge Child Poverty Partnership and Health and

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	<p>demonstrating communication flow and interconnections.</p> <ul style="list-style-type: none">• All identified link 'food' groups to sign up to Glasgow City Food Plan and feature it as a standard agenda item - to update on food poverty progress, issues and solutions.• Continue to maintain the 'Free Food Map' hosted by Glasgow Community Food Network.• Ascertain best practice in relation to food insecurity across Scotland via the Scottish Government Tackling Food Insecurity Team.• Utilise and analyse the Glasgow Health and Social Care Partnership Adult Health and Wellbeing Survey data on food insecurity on a 3 yearly basis and Child Poverty reports.		<p>Social Care Partnership groups)</p> <ul style="list-style-type: none">• Scottish Government Tackling Food Insecurity Team
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<p>SHORT TERM</p> <p>2. Build robust referral pathways and strong communication routes across partners to develop a citywide coordinated response focused on prevention of income crises.</p>	<ul style="list-style-type: none"> • Continue to develop local shared referral pathways across localities to ensure a consistent response to income crises. • Identified link groups to incorporate Glasgow City Food Plan outcomes and actions in own action plans. • Food Insecurity planning to align to Child Poverty rates and areas of need. • Existent Performance/Reporting frameworks across groups to be utilised to capture progress, impacts and emergent gaps. 	<ul style="list-style-type: none"> • Child poverty/food insecurity rates. • City Performance targets are achieved and reset annually highlighting success/areas to improve. 	<ul style="list-style-type: none"> • Glasgow Community Food Network • Glasgow City Health and Social Care Partnership, Health Improvement • City wide anti-poverty structures (including Challenge Child Poverty Partnership and Health and Social Care Partnership groups)
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<p>SHORT TERM</p> <p>3. Develop a more coordinated response to supporting those in food poverty, by continuing to develop 'advice first' and 'cash first' principles to help transition away from food aid referrals.</p>	<ul style="list-style-type: none"> • Roll-out of citywide best practice sessions around the advice first and cash-first approach - bring together emergency food aid providers, support/advice workers, Scottish Welfare Fund staff and local policy makers to discuss the benefits of an advice first/cash first approach. • Develop a shared understanding and definition of a Cash First City and what that would mean for communities across the city experiencing food insecurity • Explore working towards Glasgow becoming a 'Cash-First' city. 	<p>Numbers of attendees at citywide best practice sessions.</p>	<ul style="list-style-type: none"> • Glasgow Food Policy Partnership • Glasgow Community Food Network • Glasgow City Health and Social Care Partnership, Health Improvement • City wide anti-poverty structures (including Challenge Child Poverty Partnership and Health and Social Care Partnership groups)
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<p>SHORT TERM</p> <p>4. Ensure that all frontline staff in the city have an understanding of 'poverty' incorporating the broader issues of destitution and food insecurity. Ensure that all staff are confident in the referral pathways to advice first and cash first support.</p>	<ul style="list-style-type: none"> • Training /bolt on to existing training for frontline staff across the city in relation to understanding poverty, destitution and food insecurity, with the aim of building capacity to identify people in need and use of referral pathways. • Ensure that agencies adopt an 'Advice First' and 'Cash First' approach to food crisis following 'Worrying about Money' leaflet's production. • Evaluation of 'Worrying about Money' leaflet to understand impact. • Raise awareness of the Scottish Welfare Fund Crisis Grants across the city. 	<ul style="list-style-type: none"> • Number of staff being trained. • Increased awareness of supports including advice agencies, crisis grants and referral processes across the city. Social Security Scotland data on Best Start Foods, Best Start Grant and Scottish Childcare Payment claims. 	<ul style="list-style-type: none"> • Glasgow City Health and Social Care Partnership, Health Improvement • City wide anti-poverty structures (including Challenge Child Poverty Partnership and Health and Social Care Partnership groups) • Independent Food Aid Network • Glasgow Advice & Information Network • Nourish Scotland • Trussell Trust • Scottish Government
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	<ul style="list-style-type: none"> Increased awareness and applications to Best Start Foods for eligible families with clear links to Referral Pathways and Crisis support. Develop and cascade a Pathway for Emergency Infant Feeding Support. 		<ul style="list-style-type: none"> Glasgow Community Food Network
MEDIUM TERM 5. Achieve policy change at local Government, Scotland and UK level based on evidence gathered in Glasgow in relation to addressing food insecurity/poverty.	<ul style="list-style-type: none"> Glasgow strategic evidence and practice is related to local and Scottish Government to enable positive change. Link closely to national campaigns for welfare reform review including Universal Credit and impacts on family income/food insecurity. 	<ul style="list-style-type: none"> Policy Change at local, national and UK level. 	<ul style="list-style-type: none"> Glasgow Food Policy Partnership

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FOOD INSECURITY - PARTNERSHIP FOCUSED ACTION AND ENHANCING EXISTING PARTNERSHIPS			
SHORT TERM 6. Review membership and further develop the Glasgow Food Policy Partnership (GFPP) to be inclusive of all key groups across the city and to be responsible for the implementation of Glasgow City Food Plan.	<ul style="list-style-type: none"> Audit current membership and invite new members on. Hold a development session to create a new terms of reference for the group. 	<ul style="list-style-type: none"> Increased membership of the new group. Number of partnerships featured on all aspects of the plan. 	<ul style="list-style-type: none"> Glasgow Food Policy Partnership
SHORT TERM 7. Build on the service access routes created by Glasgow City Council and Glasgow Council for the Voluntary Sector during COVID-19 as routes into help for people needing support on a wide range of	<ul style="list-style-type: none"> Continue to resource and strengthen the Glasgow HELPS resource. 	<ul style="list-style-type: none"> Number of onward referrals made for food support. Number of onward referrals made for financial inclusion support. 	<ul style="list-style-type: none"> Glasgow City Council (Financial Inclusion) Glasgow Centre for the Voluntary Sector

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issues (including food insecurity and financial inclusion).			
SHORT TERM 8. Use successful food insecurity related learning and practice from other cities/countries in Glasgow City Food Plan to ensure that everyone has access to nutritious, sustainably produced and culturally appropriate food.	<ul style="list-style-type: none"> Take on board learning from Scotland wide practice via Scottish Government Tackling Food Insecurity Team. Learning from the Food and Agriculture Organisation of the United Nation's 'Right to Food in Cities' pilot, Milan Urban Food Policy and other City Food Plans. Create a suite of national/international learning. 	<ul style="list-style-type: none"> Number of Glasgow City Food Plan actions that are practice examples from other cities/countries and being actioned. Number of people accessing CPD opportunities. 	<ul style="list-style-type: none"> Glasgow Food Policy Partnership Scottish Government Tackling Food Insecurity Team
DIGNITY, CHOICE AND QUALITY			
SHORT TERM 9. Enhance easy access to healthy, affordable, fresh food in local	<ul style="list-style-type: none"> Food Pantries Project Implementation (pantries roll out is in progress). 	<ul style="list-style-type: none"> Numbers of supports and recipients. Quantitative feedback and case studies from recipients. 	<ul style="list-style-type: none"> Glasgow City Council Glasgow City Health and Social Care

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<p>communities and learn from the variety of support models being implemented and tested across Glasgow.</p>	<ul style="list-style-type: none"> • Alexandra Rose Voucher Scheme Implementation (current pilot in Calton). • Community Fridges Implementation. • Existent Fruit Barras and markets. • Existent social enterprises (including organic). • Pilot “paid for” pantry memberships (various funding sources). • Agree robust evaluation procedures utilising the Food Insecurity scale for models of delivery. • Pre-5 Healthy Weight Communities Pilot in 3 Glasgow neighbourhoods. 		<p>Partnership, Health Improvement</p> <ul style="list-style-type: none"> • Food Pantries Network • Glasgow Community Food Network • Social Enterprises • Statutory and voluntary organisations
<p>MEDIUM TERM 10. Ensure sustainable</p>	<ul style="list-style-type: none"> • Sense check food insecurity support models during set up 	<ul style="list-style-type: none"> • Number of projects that have received long term funding. 	<ul style="list-style-type: none"> • All involved in the set-up of new initiatives.

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solutions to food insecurity models of support.	<p>to maximise sustainability and/or mainstream funding options.</p> <ul style="list-style-type: none"> • Feedback evaluation from pilot projects and discuss findings and future with funders. 		
ACCESSIBILITY TO SERVICES/INFORMATION FOR ALL			
<p>SHORT TERM 11. Develop an accessibility guide for Community Food/Advice Services to encourage best practice for accessibility to all and invite organisations to sign up to it.</p>	<ul style="list-style-type: none"> • Develop a guide in partnership with Equalities Groups which addresses practical considerations. 	<ul style="list-style-type: none"> • Number of organisations signed up. • Visible changes in service provision/delivery. • Service user feedback. 	<ul style="list-style-type: none"> • Govan Community Project • Glasgow Disability Alliance • Glasgow's Golden Generation • Glasgow University Environment & Sustainability Team • Glasgow City Health and Social Care Partnership, Health Improvement

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			<ul style="list-style-type: none"> • Glasgow Community Food Network • Trussell Trust • Food Pantries Network
OWNERSHIP, INVOLVEMENT AND VOLUNTEERING			
<p>SHORT TERM</p> <p>12. Public participation in the Food Plan's implementation is vital via volunteering roles and in an advisory capacity.</p>	<ul style="list-style-type: none"> • Glasgow City Food Plan projects to link with Volunteer Glasgow, Place based projects and public participation forums for active participation. • Annual survey to be distributed to Food Plan partners to ascertain volunteer involvement. The results of the annual survey will indicate the number of people volunteering in roles that are linked to Glasgow City Food Plan. 	<ul style="list-style-type: none"> • Public representation/links to Glasgow Food Policy Partnership. • Number of volunteers involved in Glasgow City Food Plan projects. • Number of volunteering opportunities advertised; number of people registering interest in opportunities via Volunteer Glasgow. 	<ul style="list-style-type: none"> • Glasgow Food Policy Partnership • Volunteer Glasgow

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MEDIUM TERM 13. The people of Glasgow will be involved in the delivery of the Glasgow City Food Plan throughout the plan's life and in its legacy thereafter.	<ul style="list-style-type: none">• Ongoing involvement as appropriate.	<ul style="list-style-type: none">• Public representation/links to Glasgow Food Policy Partnership.• Number of volunteers involved in Glasgow City Food Plan projects.	<ul style="list-style-type: none">• All organisations signed up to the plan
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COMMUNITY FOOD	Supports Long Term Outcomes: Increased understanding of the food system especially with regards to nutrition and sustainability. More opportunities for communities to enjoy cooking and growing together. Through improvements across our food system and food environment, health and wellbeing is improving.		
Actions	How We Will Get There	Performance Indicators	Proposed Delivery Organisations
FOOD HUBS AND THE PLANNING PROCESS			
SHORT TERM 14. Establish an accessible online food information hub that will provide access to a range of resources (e.g. community food projects, community meals information hubs and growing spaces) as well as information and advice for existing community groups and potential new groups.	<ul style="list-style-type: none"> By working collaboratively across the sector and co-creating a suitable platform. Currently has 2 year staff funding. 	<ul style="list-style-type: none"> Hub created, maintained and used by at least 500 people. 	<ul style="list-style-type: none"> Glasgow Community Food Network Glasgow Health and Social Care Partnership Glasgow Allotments Forum
SHORT TERM 15. With support, put communities at the heart of planning, design and implementation of local community food activities and ventures, be they food hubs, growing spaces or other activities.	<ul style="list-style-type: none"> Set up Community Assemblies and Food Forums where people can be involved in planning local projects. Promoting Cooperative working. Involving everyone. Trained Community Coordinators. 	<ul style="list-style-type: none"> Hyper-local forums are set up and facilitated, enabling a diverse community voice. Projects are resourced and supported to move forward. 	<ul style="list-style-type: none"> Glasgow Community Food Network Glasgow Allotments Forum SCDC Glasgow City Council

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			<ul style="list-style-type: none"> Registered Social Landlords Other community forums and networks
SHORT TERM 16. Incorporate edible plants and fruit trees into council planting in parks and on streets.	<ul style="list-style-type: none"> Co-designing public planting spaces. 		<ul style="list-style-type: none"> Glasgow Community Food Network and Members Glasgow Allotments Forum Glasgow City Council (Neighbourhoods, Regeneration and Sustainability) Registered Social Landlords
MEDIUM TERM 17. Significantly increase Glasgow's food growing capacity; scaling up allotments and community growing, as well as the development of larger scale urban farming in the city.	<ul style="list-style-type: none"> Identifying land and enabling groups to set up their own growing spaces. Working collectively to create a community involved urban farm. Underpinned by agroecological principles. Implementation of Glasgow City Councils Food Growing Strategy. 	<ul style="list-style-type: none"> Land for Growing increases by 50% by 2023. Training and apprenticeship schemes for young people to get into growing. 	<ul style="list-style-type: none"> Glasgow Community Food Network and Members Glasgow Allotments Forum Glasgow City Council (Neighbourhoods, Regeneration and Sustainability) Glasgow Life

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			<ul style="list-style-type: none"> Registered Social Landlords
<p>MEDIUM TERM</p> <p>18. Through planning policy make provision for community food spaces, alongside other developments.</p>	<ul style="list-style-type: none"> Work with GCC Planning to ensure community food spaces are given priority. Prioritise use of GCC land for use in supporting sustainable local food where the use of the site is in accordance with the City Development Plan or can be used as meanwhile use prior to fuller development taking place. 	<ul style="list-style-type: none"> Growing spaces are integrated into new developments and have value in planning decisions. 	<ul style="list-style-type: none"> Glasgow Community Food Network and Members Glasgow City Council (Neighbourhoods, Regeneration and Sustainability) Central Scotland Green Network Greenspace Scotland Registered Social Landlords

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FOOD EDUCATION			
SHORT TERM 19. Improve learning about the food system in the education curriculum in schools and colleges.	<ul style="list-style-type: none"> Community food organisations working with GCC Education, colleges and others to develop and deliver learning programmes. <p>Developing measures and approaches to assess children and young people's learning. As part of this consider how to assess progress in development of practical skills (such as every child is able to cook a pot of seasonal vegetable soup by age 12).</p>	<ul style="list-style-type: none"> Measures to be developed and agreed to assess improved learning. 	<ul style="list-style-type: none"> Glasgow Community Food Network Glasgow Allotment Forum HI Physical activity and nutrition task group Glasgow City Council (Education) City of Glasgow College Learning for Sustainability Scotland
SHORT TERM 20. Community food organisations are resourced to offer support to schools to enable experiential learning.	<ul style="list-style-type: none"> Identifying appropriate resources that can enable this. 	<ul style="list-style-type: none"> Every school is partnered with a local community food organisation who can assist with learning. 	<ul style="list-style-type: none"> Glasgow City Council (Education) Glasgow Community Food Network Glasgow Allotments Forum Health Improvement Physical Activity and Nutrition Task Group
SHORT TERM 21. Improve and expand the offering of community based food education.	<ul style="list-style-type: none"> Build on the wealth of work developed by community food organisations, highlighting best practice and co-developing resources to fill gaps. 	<ul style="list-style-type: none"> Food education is embedded within hubs. 	<ul style="list-style-type: none"> Glasgow Community Food Network Glasgow Allotments Forum

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			<ul style="list-style-type: none"> Glasgow City Health and Social Care Partnership, Health Improvement
MEDIUM TERM 22. Implement progressive gardening, cooking and socialising programmes around food and nutrition within at risk and vulnerable groups.	<ul style="list-style-type: none"> Embed within trauma-informed practice approaches and be service-user led. Build on existing good practice. 	<ul style="list-style-type: none"> Improved mental health and wellbeing, alongside skills development through therapeutic horticulture. 	<ul style="list-style-type: none"> Glasgow Community Food Network Glasgow Health and Social Care Partnership Glasgow City Health and Social Care Partnership, Health Improvement Other relevant support organisations e.g. Turning Point, City Mission
A RESILIENT COMMUNITY FOOD SECTOR			
SHORT TERM 23. Develop accredited and non-accredited programmes and courses so that individuals can acquire the diverse skillset required to deliver in the community food sector.	<ul style="list-style-type: none"> Review current community food training in Glasgow across all forms of education including informal/community. Apprenticeship schemes embedded in existing community food orgs. Resourced and funded centrally. 	<ul style="list-style-type: none"> Skills amongst community food workers are increased. More people are employed within the workforce. Young people have opportunities to get into community food. 	<ul style="list-style-type: none"> Glasgow Community Food Network Glasgow Allotments Forum

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<p>SHORT TERM</p> <p>24. Improve pay and employment rights for the Community Food sector.</p>	<ul style="list-style-type: none"> • Work across the sector to understand employment terms and pay. • Support moves and campaigns for living wage as a minimum. • Look at forming a union of community food workers. 	<ul style="list-style-type: none"> • All community food workers have better pay and standardised agreed employment rights. 	<ul style="list-style-type: none"> • Glasgow Community Food Network and members • Unions • Poverty Alliance
<p>MEDIUM TERM</p> <p>25. Support a culture of cooperative working between community food organisations, through resource and equipment sharing.</p>	<ul style="list-style-type: none"> • Co-designing a resource sharing hub. 	<ul style="list-style-type: none"> • Increased collaborative working between community food organisations. 	<ul style="list-style-type: none"> • Glasgow Community Food Network and Members • Other community food organisations
<p>MEDIUM TERM</p> <p>26. Build the resilience of the Community Food sector and ensure that it is supported and resourced to deliver in communities across the city.</p>	<ul style="list-style-type: none"> • Collaborate with funders to develop sustainable funding streams. • Encourage sustainable enterprise and cooperatives within the community food sector. 	<ul style="list-style-type: none"> • Longer term funding is identified for community food work. • More community food organisations are enterprising and financially self-sustaining. 	<ul style="list-style-type: none"> • Glasgow City Council (Economic Development) • Scottish Government – Population Health Directorate • Public Health Scotland (Community Food and Health Scotland)

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FOOD PROCUREMENT AND CATERING	Supports Long Term Outcomes: Through improvements across our food system and food environment, health and wellbeing is improving. More food is produced in a way that is good for the environment.		
Actions	How We Will Get There	Performance Indicators	Proposed Delivery Organisations
SHORT TERM 27. Increased proportion of locally sourced and low carbon produced food used in public sector catering.	<ul style="list-style-type: none"> Establish cross sectoral procurement group to share good practice and encourage more local sourcing. Establish current baseline for local food procurement by sector/organisation and aim to increase this. Explore opportunities to learn from other cities/countries. Consider a local sourcing pilot. 	<ul style="list-style-type: none"> Targets agreed for short term and medium term. 	<ul style="list-style-type: none"> Glasgow City Council (Corporate Procurement) Scotland Excel University of Glasgow NHSGGC Catering Zero Waste Scotland Soil Association
SHORT TERM 28. Achieve bronze level Food For Life accreditation for school meals.	<ul style="list-style-type: none"> On line (GOLD) training programme being developed by Glasgow City Council and Food for Life to support the roll out of the programme. 	<ul style="list-style-type: none"> All schools participating in programme and meeting the standard. 	<ul style="list-style-type: none"> Glasgow City Council (Financial Services) Soil Association
SHORT TERM 29. Progress achievement of Healthy Eating Accreditation (Such as Healthy Living Award) for all council venues and staff	<ul style="list-style-type: none"> Confirm current applicable Council and Glasgow Life venues. Establish current vending contractual arrangements. Wider review of accreditation schemes. 	<ul style="list-style-type: none"> Year on year increase in venues with Healthy Living Award accreditation. 	<ul style="list-style-type: none"> Glasgow City Council (Financial Services) Glasgow Life

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outlets and develop and approve a healthy vending policy.			
SHORT TERM 30. Build and improve links between the children's holiday food programme and local growing projects.	<ul style="list-style-type: none"> Assess existing links within the programme. 	<ul style="list-style-type: none"> More providers are linked to local growing projects. 	<ul style="list-style-type: none"> Glasgow City Council Glasgow Community Food Network University of Glasgow
SHORT TERM 31. Scope out a 'Best Fit' community benefits methodology for food contracts to ensure better links between food procurement and food Initiatives in the community.	<ul style="list-style-type: none"> Scoping exercise 	<ul style="list-style-type: none"> Increased level of community benefits directed to food initiatives in the community. 	<ul style="list-style-type: none"> Scotland Excel Glasgow City Council
SHORT TERM 32. Work with the food industry and training providers to scope proposals to encourage greater uptake of catering careers In Glasgow.	<ul style="list-style-type: none"> Map existing training opportunities and consider what is required to fill the gaps. 	<ul style="list-style-type: none"> Increased uptake of training and employment opportunities. 	<ul style="list-style-type: none"> City of Glasgow College NHS GGC Glasgow City Council

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SHORT TERM 33. Increase the number of small and medium sized food businesses participating in public procurement	<ul style="list-style-type: none"> Consider as part of possible local sourcing pilot 		<ul style="list-style-type: none"> Scotland Food and Drink Scotland Excel
FOOD ECONOMY		Supports Long Term Outcomes: A thriving local food economy which promotes fair work and principles of sustainability. Increased availability and use of seasonal, locally grown and produced food in or close to Glasgow. Through improvements across our food system and food environment, health and wellbeing is improving.	
Actions	How We Will Get There	Performance Indicators	Proposed Delivery Organisations
INCREASE EDUCATION ON FOOD GROWING AND SUSTAINABILITY			
SHORT TERM 34. Ensure catering and cooking courses offered at further education level include education about sustainability and preventing and reducing food waste.	<ul style="list-style-type: none"> Review catering and cooking courses offered. Share good practises between FE institutions. Offer new training modules. 	<ul style="list-style-type: none"> Number of courses/training packages that include food waste /sustainability / seasonality /organic agriculture as a topic. 	<ul style="list-style-type: none"> City of Glasgow College Zero Waste Scotland Further education partners

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<p>SHORT TERM 35. Work with educational institutions and employers to create new apprenticeships in sustainable food growing and local food businesses.</p>	<ul style="list-style-type: none"> • Work with educational Institutions, growers and food businesses. 	<ul style="list-style-type: none"> • Number of training programmes / apprenticeships available. 	<ul style="list-style-type: none"> • Glasgow Community Food Network • Further education partners • Local growers/businesses
<p>MEDIUM TERM 36. Develop training options and pathways in schools and colleges for routes into food growing and urban farming, which include sustainability principles.</p>	<ul style="list-style-type: none"> • Work with educational Institutions, growers and food businesses. 	<ul style="list-style-type: none"> • Available training in urban farming. 	<ul style="list-style-type: none"> • Glasgow Community Food Network • Glasgow City Council (Education) • Further education partners
<p>INCREASE THE PRODUCTION AND PROVISION OF LOCAL, SEASONAL, SUSTAINABLY PRODUCED FOOD</p>			
<p>SHORT TERM 37. Increase the provision for easily accessible and affordable farmers/ neighbourhood markets/ shops in all areas of the city prioritising socially and environmentally conscious producers.</p>	<ul style="list-style-type: none"> • Explore further options to support sustainable food businesses. • Find suitable venues and allow local producers access to markets. • Make it easier to use subsidized food vouchers to be spent at local farmers markets. • Explore ways to make it easier for socially/environmentally conscious producers to use vacant shops/other premises markets. 	<ul style="list-style-type: none"> • More markets, independent shops and pantries in the city. • More sustainable producers at markets/shops. • More locations accepting vouchers. 	<ul style="list-style-type: none"> • City Property Markets • Glasgow City Council (Neighbourhoods, Regeneration and Sustainability) • Alexandra Rose Trust • Link with Scottish Government/Best Start

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	<ul style="list-style-type: none"> • Encourage local groups to set up independent markets. 		<ul style="list-style-type: none"> • Food Pantries Network
SHORT TERM 38. Increase land available for food growing.	<ul style="list-style-type: none"> • Utilise unused land/rooftops/new buildings for starter/incubator farms. • Look at reducing asset transfer times. • Explore making long-term leases easier to access. • Link to Stalled Spaces Grant Programme and Vacant and Derelict Land Register. 	<ul style="list-style-type: none"> • Increased area used for food growing. 	<ul style="list-style-type: none"> • Glasgow City Council (Neighbourhoods, Regeneration and Sustainability) • Glasgow Community Food Network
SHORT TERM 39. Review and improve the support that is available to help people set up food growing businesses and link them to sector specific help.	<ul style="list-style-type: none"> • Map all the support available. • Make list of criteria for guidance and where funding is available. • Help to create co-operatives/networks to link food growers to food businesses. • Improve access to markets. 	<ul style="list-style-type: none"> • Improved signposting. 	<ul style="list-style-type: none"> • Glasgow City Council (Planning and Economic Development) • Glasgow Social Enterprise Network • Locavore • Link with Scottish Government
SHORT TERM 40. Engage with Scottish Government and national agencies to help secure support and funding for increasing local, seasonal, sustainably produced food and explore potential for urban and peri-urban	<ul style="list-style-type: none"> • Include investment in organic, agroecological and/or local food production. • Lobby for subsidies for local, sustainable food production. 	<ul style="list-style-type: none"> • Better support and increased funding for food growing. 	<ul style="list-style-type: none"> • Glasgow City Council • Glasgow Community Food Network • Chamber of Commerce (Circular Glasgow) • National partners

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agriculture and vertical farming.			
MEDIUM TERM 41. Increase availability of, and demand for, food grown in the city region using agroecological methods.	<ul style="list-style-type: none"> • Work with national partners. 	<ul style="list-style-type: none"> • Increased amount of locally produced food using organic/ agroecological principles. 	<ul style="list-style-type: none"> • Nourish Scotland • Link with Scottish Government • National partners
ENCOURAGE BUSINESS TO WORK TOGETHER TOWARDS A STRONGER AND MORE SUSTAINABLE LOCAL FOOD ECONOMY			
SHORT TERM 42. Engage and align actions in this Glasgow City Food Plan with the Scotland Food & Drink Partnership's sector recovery plan where appropriate.	<ul style="list-style-type: none"> • Publicise the 'Buy Local' consumer facing campaign. • Create local supplier directory. • Publicise academy for new entrepreneurs. • Liaise with Experience Glasgow Regional Food Group. • Link to Scottish Food Tourism Strategy. 	<ul style="list-style-type: none"> • More money spent on local food. • More employment opportunities/ apprenticeships in local food and food tourism. 	<ul style="list-style-type: none"> • Glasgow Food Policy Partnership • Slow Food Glasgow • Chamber of Commerce (Circular Glasgow) • Scottish Enterprise • Experience Glasgow Regional Food Group
SHORT TERM 43. Continue work to encourage food businesses/other employers to become Real Living Wage employers.	<ul style="list-style-type: none"> • Creation of promotional materials for organisations to publicise involvement. 	<ul style="list-style-type: none"> • Number of organisations signing up to be a Real Living Wage employer. 	<ul style="list-style-type: none"> • Glasgow City Council • Glasgow Trades Union Council • Cross-Sectoral Working Group

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<p>MEDIUM TERM 44. Development of an integrated food charter for the city e.g. 'Glasgow Sustainable Food' accreditation OR 'Glasgow Good Food Standard' covering social and environmental criteria with a guide to purchasing decisions.</p>	<ul style="list-style-type: none"> • Set up a working group to develop criteria for accreditation/standard. 	<ul style="list-style-type: none"> • Number of businesses signing the charter/have accreditation. 	<ul style="list-style-type: none"> • Slow Food Glasgow • Sustainable Glasgow Partnership
<p>MEDIUM TERM 45. Strengthen links between commercial organisations and market gardeners, producers and retailers to help support a more local, sustainable food economy, informed by <u>community wealth building principles</u>.</p>	<ul style="list-style-type: none"> • Create opportunities for crossover between community and enterprise. • Better acknowledge the impact of social enterprises. • Local businesses to work with communities/fund food hubs/pantries. • Create more food co-ops. • More local shops/markets accepting free food vouchers such as the Rose vouchers. • Link 'Community Benefit' opportunities to established food groups and ensure equality of access. 	<ul style="list-style-type: none"> • Number of projects/link-ups between community groups and new funders. • Better access to cheaper food to social enterprises and charities. • Increased Community Benefits for groups. 	<ul style="list-style-type: none"> • Glasgow Community Food Network • Chamber of Commerce (Circular Glasgow) • Scottish Grocers Federation • Alexandra Rose voucher • Glasgow Social Enterprise Network

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REDUCE FOOD WASTE IN BUSINESSES AND INCREASE ADOPTION OF CIRCULAR ECONOMY PRINCIPLES AND JOINT WORKING			
<p>SHORT TERM</p> <p>46. Engage with food businesses and restaurants to encourage reduction in food related waste, use of sustainable food and adoption of circular economy principles.</p>	<ul style="list-style-type: none"> • Link to Glasgow's Circular Economy Route Map. • Provide opportunities for composting unpreventable food waste to support local growing. • Explore if implementation of recycling regulations and penalties for non-compliance possible. • Encourage organisations to phase out single use plastics completely. • Education on the benefits of local, organic, seasonal food. 	<ul style="list-style-type: none"> • Number of Circular Economy projects in the city. • Number of food businesses working with community growing projects. • Number of food businesses offering local, organic, seasonal food. 	<ul style="list-style-type: none"> • Glasgow Food Policy Partnership • Chamber of Commerce (Circular Glasgow) • Zero Waste Scotland • Sustainable Glasgow • Glasgow City Council (Neighbourhoods, Regeneration and Sustainability)
<p>SHORT TERM</p> <p>47. Develop communications to increase the use of food redistribution apps by individuals, community groups and businesses.</p>	<ul style="list-style-type: none"> • Link business (supermarkets, food businesses and restaurants) to local groups who need food. • Liaise with Olio/Too Good to Go to increase publicity. 	<ul style="list-style-type: none"> • Number of restaurants/food businesses working together or with community. 	<ul style="list-style-type: none"> • Glasgow Food Policy Partnership • Chamber of Commerce (Circular Glasgow)

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FOOD AND THE ENVIRONMENT	Supports Long Term Outcomes: More food is produced in ways that are good for the environment. Reduced food waste, increased redistribution of surplus food, and reduced environmental impact from food waste. Reduced greenhouse gas emissions (direct and indirect) arising from our food system.		
Actions	How We Will Get There	Performance Indicators	Proposed Delivery Organisations
CLIMATE AND ECOLOGICAL EMERGENCIES			
SHORT TERM 48. Commitment to this city food plan in Glasgow's Climate Emergency Implementation Plan and Glasgow's Ecological Emergency Implementation plan. Ensure the Food Plan aligns with these, that the implementation is coordinated and that progress is monitored across Glasgow City Council services and across community planning partners' operations.	<ul style="list-style-type: none"> By working collaboratively across the city and understanding the collective progress we are making. 	<ul style="list-style-type: none"> Annual review of progress on sections of these plans that are relevant to the food plan. 	<ul style="list-style-type: none"> Glasgow City Council Sustainable Glasgow Partnership Glasgow Community Planning Partnership
SHORT TERM 49. Integrate commitment to a more sustainable food system into the work of the Sustainable Glasgow Partnership.	<ul style="list-style-type: none"> By integrating sustainable food commitment and action into the work of the Partnership. Work already underway with inclusion of sustainable food in the draft "Green Recovery" charter. 		<ul style="list-style-type: none"> Sustainable Glasgow Partnership

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SHORT TERM 50. Link Glasgow City Food Plan with complementary actions within Glasgow Biodiversity Action Plan.	<ul style="list-style-type: none"> Align actions and work with the biodiversity team. 		<ul style="list-style-type: none"> Glasgow City Council (Neighbourhoods, Regeneration and Sustainability)
SHORT TERM 51. Achieve Sustainable Food Places Bronze award for Glasgow.	<ul style="list-style-type: none"> Submit application for Bronze Award April 2021. By collecting data on progress from partners across the city. 	<ul style="list-style-type: none"> Achievement of award. 	<ul style="list-style-type: none"> Glasgow Food Policy Partnership
MEDIUM TERM 52. Achieve Sustainable Food Places Silver award and work towards Gold.	<ul style="list-style-type: none"> By collecting data on progress from partners across the city. 		<ul style="list-style-type: none"> Glasgow Food Policy Partnership
MEDIUM TERM 53. Develop research relating to sustainable food production in Glasgow's colleges and Universities – opportunity to be a world leader in this area.	<ul style="list-style-type: none"> Scope out discussions with Glasgow's colleges and universities. Consider learning from elsewhere e.g. University of Sheffield. 		<ul style="list-style-type: none"> Glasgow's colleges and universities

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INCREASE SUPPLY AND DEMAND FOR SUSTAINABLE FOOD			
SHORT TERM 54. Enabling more local food growing in communities across Glasgow by aligning implementation of the Glasgow City Food Plan with the City's Food Growing Strategy.	<ul style="list-style-type: none"> Glasgow Food Policy Partnership to support implementation of this strategy to add pace and scale. 	<ul style="list-style-type: none"> Delivery of Glasgow's food growing strategy. 	<ul style="list-style-type: none"> Glasgow City Council via Glasgow's Food Growing strategy 2020 - 2025
MEDIUM TERM 55. Increase market scale food production that uses sustainable/organic practices in and around Glasgow.	<ul style="list-style-type: none"> Further discussion required following successful achievement of short term actions. 		
REDUCED FOOD AND FOOD RELATED WASTE AND INCREASED ENGAGEMENT IN THE CIRCULAR ECONOMY			
SHORT TERM 56. Glasgow City Food Plan to support and contribute to developing Glasgow's approach to waste management in line with the food waste hierarchy and develop suitable public facing communication to increase public understanding and engagement in the approach.	<ul style="list-style-type: none"> City Food Plan partners to support the delivery of the Resource and Recycling Strategy 2020 -2030. Scottish Government Food Waste Reduction Action Plan to reduce food waste is supported in the city and will include public facing communications 	<ul style="list-style-type: none"> Council – Zero Waste Scotland discussions about testing and evaluating household food waste reduction initiatives, following Council's compositional analysis. Proposed (to be confirmed) collaboration proposed for 2022/23. 	<ul style="list-style-type: none"> Glasgow City Council Zero Waste Scotland Glasgow City Health and Social Care Partnership, Health Improvement

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<p>SHORT TERM</p> <p>57. Develop and deliver training on food waste reduction in schools and community.</p>	<ul style="list-style-type: none"> • Offer Zero Waste Scotland resources to schools and to community organisations. To be considered by Health Improvement in Education Group (HIEG) (joint education/health improvement group that approves resources for use in schools). • Zero Waste Scotland also have plans for a circular schools project which aims to foster food waste prevention, nutrition, recycling, composting and growing allowing for data and knowledge to be collected and case studies and best practice to be developed. 		<ul style="list-style-type: none"> • Zero Waste Scotland • Glasgow City Council (Education, Catering and Facilities Management) • Glasgow Community Food Network. • Health Improvement Physical Activity and Nutrition Task Group • Also links to delivery of the Resource and Recycling Strategy 2020-2030
<p>SHORT TERM</p> <p>58. Develop and deliver a toolkit for public sector food outlets to monitor and reduce food waste/targeted work with public sector food outlets to reduce food waste.</p>	<ul style="list-style-type: none"> • Support public sector catering staff to use the Zero Waste Scotland food audit toolkit to measure and reduce food waste. 	<ul style="list-style-type: none"> • Year on year reduction in monthly food waste quantities. 	<ul style="list-style-type: none"> • Zero Waste Scotland and public sector partners • Also links to delivery of the Resource and Recycling Strategy 2020-2030. • Glasgow City Health and Social Care

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			Partnership, Health Improvement <ul style="list-style-type: none"> NHS GGC Sustainability Team
SHORT TERM 59. Review and increase high quality, nutritious food redistribution in Glasgow, learning from successful projects in Glasgow and elsewhere.	<ul style="list-style-type: none"> Organise learning events for interested parties, including businesses and community organisations, to share learning from successful projects and improved use of resources such as food distribution apps. 	<ul style="list-style-type: none"> Delivery of events; attendance at events. Number of food businesses working with communities to redistribute food. 	<ul style="list-style-type: none"> Zero Waste Scotland Glasgow Food Policy Partnership Chamber of Commerce (Circular Glasgow) Glasgow City Health and Social Care Partnership, Health Improvement
SHORT TERM 60. Reduce single use packaging, including plastic packaging and increase support and opportunities for zero waste food and drink (including increasing water refill stations and support for zero waste retail outlets).	<ul style="list-style-type: none"> Delivery of the plastic reduction action plan. Including reduction of single use plastics in food provision in public sector, academic institutions and businesses. Signposting for any funding opportunities for infrastructure e.g. refill and washing stations would be useful to improve reusable cup/bottle use. Note: There is a need to ensure there is appropriate recycling infrastructure for plastic 	<ul style="list-style-type: none"> Delivery of the plastic reduction action plan. 	<ul style="list-style-type: none"> Glasgow City Council and implementation of plastic reduction strategy

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	alternatives (as a transition to zero waste) as compostables/biodegradables can be problematic.		
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CHILDREN AND YOUNG PEOPLE	Supports Long Term Outcomes: Improved access to healthy affordable food and reduced food insecurity Improved health and wellbeing as a result of improvements in our food system and food environment. Increased understanding of the food system especially with regards to nutrition and sustainability. More opportunities for communities to enjoy cooking and growing together		
	Actions	How We Will Get There	Performance Indicators
FOOD IN SCHOOLS			
SHORT TERM 61. Implement the revised Setting the Table Nutritional guidance and Food Standards for Early Years Childcare Providers in Scotland using the opportunity to promote how food can be used to support learning and family engagement.	<ul style="list-style-type: none"> Working group established with heads and catering and facilities management. Consultation with parents on menu design. Promote training opportunities and resources for the Early Years workforce. 	<ul style="list-style-type: none"> Distribution of Setting the Table resource. Training uptake. Parent consultation on menu. 	<ul style="list-style-type: none"> Glasgow City Council (Education, Catering and Facilities Management) Glasgow City Health and Social Care Partnership, Health Improvement NHSGGC, Public Health

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<p>SHORT TERM 62. Deliver the expansion of free school meals in primary schools and share examples of good practice.</p>	<ul style="list-style-type: none"> • Share examples of good practice in primary schools to support roll out of adopting good practice. • Continue and expand consultation with young people on menu development. • Promote campaigns that support healthy eating, growing and the wider food system. 	<ul style="list-style-type: none"> • Free School Meals service expansion. • Free School Meals uptake. • Number of Schools who have adopted good practice. 	<ul style="list-style-type: none"> • Glasgow City Council (Education and Catering and Facilities Management)
<p>SHORT TERM 63. Further promote the uptake of school meals in secondary schools in consultation with children and young people.</p>	<ul style="list-style-type: none"> • Continue and expand consultation with young people on menu development. • Focus work on schools with the lowest uptake. 	<ul style="list-style-type: none"> • % Free School Meal uptake. • % uptake school meals. 	<ul style="list-style-type: none"> • Glasgow City Council (Catering and Facilities Management)
<p>SHORT TERM 64. Support the development of local pilots to explore ways to improve the nutritional quality and flavour of food available outside of school such as street food pilots.</p>	<ul style="list-style-type: none"> • Identify pilot secondary school(s). • Development of local steering groups/Good Food Groups where children and young people are central. • Collaborative working between local organisations, schools, businesses and health. • Explore approaches in other cities. • Provide opportunities for children and young people to gain experience and develop skills and training. 	<ul style="list-style-type: none"> • % uptake of school meals. • and uptake of Free School Meals. • % Children and Young People reporting where they had lunch (School Health & Wellbeing survey). • Pilot evaluation including uptake of pilot service. 	<ul style="list-style-type: none"> • Glasgow City Council Education • Local organisations

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	<ul style="list-style-type: none"> • Explore with local businesses, including the use of environmentally friendly packaging. 	<ul style="list-style-type: none"> • Nutritional quality of food. 	
<p>SHORT TERM</p> <p>65. Work with partners, including planning and licensing colleagues to limit the clustering of fast food outlets around schools and support existing businesses to improve the nutritional quality of food, reduce waste and packaging.</p>	<ul style="list-style-type: none"> • Build on previous scoping work carried out to map out the process for developing an updated policy framework to help address the issue. • Explore the feasibility of the Glasgow Food pledge or equivalent expanding. • Support and guidance provided to existing businesses to improve the nutritional quality, reduce waste and packaging. 	<ul style="list-style-type: none"> • Uptake of Healthy Living Award, Glasgow food pledge or equivalent. • Number of outlets around schools within 400m of school. • % Children and Young People reporting where they had lunch (School Health & Wellbeing survey). 	<ul style="list-style-type: none"> • Glasgow City Council Planning
<p>SHORT TERM</p> <p>66. Trial the introduction of pre-ordering primary school meals to reduce waste and encourage young people to make healthier choices.</p>		<ul style="list-style-type: none"> • % Free School Meal uptake. • Measure of waste reduction. 	<ul style="list-style-type: none"> • Glasgow City Council (Catering and Facilities Management)

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<p>MEDIUM TERM</p> <p>67. Establish functioning Good Food Groups in all schools where children and young people are central in the development of action plans.</p>	<ul style="list-style-type: none"> • Develop and establish Good Food Groups. • Involve children and young people and local organisation. • Develop action plans. 	<ul style="list-style-type: none"> • % all schools reporting Good Food Group. • % School developed action plans. 	<ul style="list-style-type: none"> • Glasgow City Council (Education, Catering and Facilities Management) • Children and young people • Local organisations • Health Improvement Physical Activity and Nutrition Task Group
<p>MEDIUM TERM</p> <p>68. Explore approaches to allow more flexibility in the use of funding allocated for free school meals to ensure that the young people access it and secure maximum benefit.</p>	<ul style="list-style-type: none"> • Cross Sectoral Working Group to be established to explore approaches. 	<ul style="list-style-type: none"> • % Free School Meal uptake. 	<ul style="list-style-type: none"> • Cross Sectoral Working Group

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FOOD EDUCATION IN SCHOOLS			
SHORT TERM 69. All children and young people are provided practical cooking and growing skills as a life skill and expand opportunities for developing the future workforce in the food industry.	<ul style="list-style-type: none"> Embedded in the Education Framework for Glasgow. Schools for Health and Wellbeing covering children from 3 to 14 years old. Expand opportunities for Children and Young Person to develop skills and gain experience in the local food industry for developing the future workforce. 	<ul style="list-style-type: none"> Local school surveys on confidence/behaviour on growing/cooking. Course uptake/further education. Number of visits to food industries. 	<ul style="list-style-type: none"> Glasgow City Council (Education Services) Glasgow Community Food Network
SHORT TERM 70. Work with local organisations and Glasgow City Council to upskill catering staff and share their skills and knowledge with teaching staff, pupils and their families and improve access to facilities.	<ul style="list-style-type: none"> Connecting local organisations with the schools. Improving access facilities. 	<ul style="list-style-type: none"> Number of local organisations working with schools. 	<ul style="list-style-type: none"> Glasgow City Council (Catering and Facilities management) School Good food group Local organisations
SHORT TERM 71. Ensure all early years establishments and schools have access to growing spaces.	<ul style="list-style-type: none"> Connecting schools with local growing organisations and/or spaces. 	<ul style="list-style-type: none"> % establishments and schools having access to growing space and which is in active use. 	<ul style="list-style-type: none"> Glasgow City Council (Education Services) Glasgow Community Food Network

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<p>MEDIUM TERM</p> <p>72. Ensure there are quality assured curricular support resources available in all educational establishments and provide teacher training where required. This should include all aspects of the food system including health, growing, climate change and reducing food waste.</p>	<ul style="list-style-type: none"> • Review Your Body Matters primary resource to include growing, breastfeeding, sustainability, climate change and waste. • Review curricular support for Early Years and Secondary. • Promote existing training opportunities and resources or develop CPD teacher training if required. 	<ul style="list-style-type: none"> • Number of schools accessing curricular support resources. • Number of teachers attending training. 	<ul style="list-style-type: none"> • Glasgow City Council (Education Services) • Health Improvement Physical activity and nutrition task group • Nourish Scotland
<p>REDUCE DIET RELATED ILL HEALTH FOR CHILDREN AND YOUNG PEOPLE</p>			
<p>SHORT TERM</p> <p>73. Sustain UNICEF baby friendly initiative and continue to champion the benefits of breastfeeding to increase the public acceptability and normalisation of breastfeeding.</p>	<ul style="list-style-type: none"> • Promote businesses to sign up to Breastfeeding Friendly Scotland. • Promote the health, environmental and economic benefits of breastfeeding. • Continue expanding support available particularly focussing on areas of deprivation and BME communities. • Promote NHS Education Scotland (NES) infant feeding e-learning modules. • Implement recommended actions from the Scottish Government Breastfeeding Advocacy and Culture group regarding the delivery of a Breastfeeding friendly Schools programme. 	<ul style="list-style-type: none"> • Number of businesses signed up to BF Friendly Scotland. • Confidence in feeding in public from Infant feeding survey. • Uptake of NES e-learning. 	<ul style="list-style-type: none"> • Glasgow City Council (Environmental Health, Education) • Glasgow City Health and Social Care Partnership, Health Improvement

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<p>SHORT TERM</p> <p>74. Promote the uptake of support and services for families in Glasgow by learning and addressing the barriers to uptake particularly for the most vulnerable.</p>	<ul style="list-style-type: none"> • Pilot whole systems approach to address food inequality for pre 5 children in 3 Glasgow neighbourhoods with high child poverty rates. • Promote uptake of Best Start Food/Best Start grants. 	<ul style="list-style-type: none"> • Evaluation of pilot from Glasgow Centre Population Health. • Uptake of Best Start Food and Best Start Grants. 	<ul style="list-style-type: none"> • Pre 5 Child Healthy Weight steering group
<p>SHORT TERM</p> <p>75. Maximise the uptake of children's healthy weight services and healthy eating pilots for under 5s through promotion across community, primary care, education, children's services and third sector.</p>	<ul style="list-style-type: none"> • Establish HENRY pre 5 programme. • Pilot approach to address food inequality for pre 5 children in 3 Glasgow neighbourhoods with high child poverty rates. • Ensure teachers are aware of Child Healthy Weight (CHW) programmes and how to access. • Local communication strategies to improve awareness of services. 	<ul style="list-style-type: none"> • Uptake of CHW services (referrals/registration/ completion). • Glasgow Centre for Population Health evaluation of pilot programmes. • HENRY programme evaluations. 	<ul style="list-style-type: none"> • Glasgow City Council (Education) • Glasgow City Health and Social Care Partnership, Health Improvement • NHS GGC Public Health
<p>MEDIUM TERM</p> <p>76. Review and evaluate our approach to supporting families with young children who are at risk of being overweight.</p>	<ul style="list-style-type: none"> • Local communication strategies to improve awareness of services. 	<ul style="list-style-type: none"> • Report produced with recommendations. 	<ul style="list-style-type: none"> • Glasgow City Health and Social Care Partnership, Health Improvement • NHS GGC Public Health

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Appendix 1 Relevant strategies and policies

There are lots of policies, strategies and initiatives that are seeking to improve different elements of the food system, addressing health or food inequality, food waste or hospitality. Listed below are those that could help Glasgow make progress with the Food Plan. Theme symbols indicate which themes they are most relevant to.

Food system



[Good Food Nation: Programme of Measures](#) outlines and explains the commitment to the concept and reality of Scotland as a Good Food Nation.

[Glasgow Food and Climate Declaration](#) and [Scotland's Climate Change Plan](#) both have a focus on climate change in an integrated way.

Public health



[Turning the Tide Through Prevention](#). NHS Greater Glasgow and Clyde's strategy on Public Health 2018 – 2028 sets out NHSGGCs aspiration to deliver a coordinated approach to public health over the next ten years. This focuses on the prevention of ill health and the improvement of wellbeing.

Poverty reduction



The Scottish Government committed Scotland to [the UN Sustainable Development Goals](#) in July 2015. These are global goals and targets which many countries are aiming to achieve by 2030. A number of these are relevant to the Food Plan including commitment to eliminate hunger and food insecurity and responsible consumption and production.

Glasgow City Council's [Financial Inclusion Strategy](#) 2010-2025 sets out the Council's approach to supporting financial inclusion service providers across the city. Over £2.2 million a year is allocated to a range of focused and targeted approaches across the city.

[Glasgow's Local Child Poverty Action Plan Report](#) has been compiled jointly by Glasgow City Council and NHS Greater Glasgow and Clyde in response to the new duty placed on key public sector agencies through the Child Poverty (Scotland) Act 2017. The plan describes existing, planned and new work to reduce child poverty in the city.

Food insecurity



[Dignity: Ending Hunger Together](#) (2016) is the report of the Independent Working Group on food poverty in Scotland. The Working Group was established to consider the issues surrounding food poverty in Scotland and make

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recommendations to the Scottish Government on further actions that could be taken to eradicate food poverty. Its report Glasgow City Council's [Food Inequality Inquiry](#) 2018 to 2019 set out to understand food inequality in Glasgow and look at the further steps and longer term solutions that the city could implement to prevent food inequality.

[The Children's Future Food Inquiry](#) published its report in 2019. This focuses on the food situation of children living in poverty across the UK.

Food growing



Under the Community Empowerment Act 2015, all Scottish Local Authorities are required to produce a Food Growing Strategy for their area. The [Glasgow Food Growing Strategy](#) was approved during 2020.

Procurement



[Glasgow City Council's Procurement and Improvement Strategy](#) 2018 to 2022 outlines that it will continue to look for opportunities to include local and sustainable food wherever possible in schools, facilities, venues and to meet social care requirements; focus on nutritional quality, health and wellbeing, minimising environmental impact such as packaging and sourcing as well as the application of appropriate animal welfare standards in accordance with all relevant legislation.

[Glasgow City Council Community Benefit Policy](#) requires community benefit clauses to be included in all goods and services contracts worth over £50,000. These have been applied to Scotland Excel food contracts on a local authority basis; examples include work experience and apprenticeships, sponsorship of local community projects and charities, food donations to local food banks and supply chain briefing/ business mentoring for Small and Medium Enterprises (SMEs).

Public procurement is governed by EU procurement legislation; countries of origin cannot be stipulated in food tenders.

Scottish procurement legislation and regulation allows for consideration of technical issues such as supply chain traceability, reducing food waste, recycling of packaging, reducing food miles.

Economy



[Glasgow's Economic Strategy](#) 2016-2023. The aim of this strategy is to make Glasgow the most productive major city economy in the UK.

[Circular Glasgow: A vision and action plan for the city of Glasgow](#) advocates a fundamental change in our current economic system, reducing the environmental burden on the planet. For cities, the circular economy is a way to improve the

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quality of life for citizens by creating jobs and spurring innovation, while reducing the resources needs.

[Roots to Market: A Sustainable Local Food Economy in Glasgow](#) works to demonstrate that there is a need to support the emergence and development of a sustainable local food economy.

To 2023 [Growing the Local Food Economy in Scotland](#) is a report based on a survey of local food businesses in Scotland undertaken in 2014.

[Glasgow's Tourism and Visitor Plan to 2023](#) outlines plans to increase the number of tourists to Glasgow from 2 million to 3 million per year. There is a great opportunity to build a high quality food offer that is attractive to tourists that supports a sustainable, local food system.

Healthier diets



[A healthier future: Scotland's diet and healthy weight delivery plan](#) sets out how we will work with partners in the public and private sector to help people make healthier choices about food. Outcome 1 is “Children have the best start in life – they eat well and have a healthy weight”. The commitment to halving childhood obesity in Scotland by 2030 is a deliberately bold ambition.

Food waste



In 2016, the Scottish Government's [Making Things Last strategy](#) included several relevant targets: to reduce per capita food waste in Scotland by 33% (from 2013 levels) by 2025; a ban on municipal biodegradable waste going to landfill by 1 January 2021; and no more than 5% of all waste by 2025

[The Courtauld Commitment](#) can be signed up to and is a voluntary agreement with UK industry, retail and hospitality to achieve a 20% reduction in food waste by 2025.

[Glasgow's Economic Strategy](#) 2016-2023 says: “We will develop a strong circular economy, becoming one of the world's most sustainable cities. Working with the Glasgow Chamber of Commerce and Zero Waste Scotland, we will develop the principles of reducing, re-using, recycling and recovering materials in the production, distribution and consumption processes, ultimately improving product quality, creating jobs and shaping a more environmentally-friendly and future-proofed city. In doing this we will also work to support the Council's Climate Emergency Working Group the aim of which is to build a greener economy.”

Glasgow City Council's [Plastic Reduction Strategy](#) was agreed on 23rd January 2020. Within the strategy “the guiding vision is for the city to remove all unnecessary plastics by 2030 – with an intermediate step to phase out all single use plastics by 2022.”

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Schools



The [Food for Life](#) Programme is funded by the Scottish Government and supports the provision of more [sustainable](#), locally sourced, healthier food being served in schools.

A [Food Policy for Glasgow Schools](#) outlines the plan for school meals in all educational establishments within Glasgow City Council.

[Review of Nutrition Requirements for Food and Drink in Schools \(Scotland\) Regulations 2008](#) undertook a review of the existing School Food and Drink Regulations (Scotland) 2008, which sought to provide evidence-based recommendations to progress school food further towards the Scottish Dietary Goals (SDGs). The primary focus of the TWG was the health and wellbeing of children and young people.

[Schools \(Health Promotion and Nutrition\) Scotland Act](#): Health promotion guidance for local authorities and schools: “Guidance to support local authorities, schools and managers of grant-aided schools in working with partner agencies to ensure that all schools promote good health.”

The [National Improvement Framework and Improvement Plan](#) for Scottish education is designed to help deliver the twin aims of excellence and equity in education. This document serves as the single, definitive plan for securing educational improvement. It takes into account the information on the [national improvement framework interactive evidence report](#).

[Getting it Right for Every Child](#) is a Scottish Government Policy that sets out a way for families to work in partnership with people who can support them, such as teachers, doctors and nurses.

[Better Eating, Better Learning](#) sets the agenda for the coming decade to help drive further improvements to school food and children and young people’s learning about food and its contribution to their overall health and wellbeing.

[Learning for Sustainability](#) are Scotland’s Regional Centre of Expertise on Education for Sustainable Development, acknowledged by the United Nations University.

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Appendix 2 Contributors to the Food Plan

The Glasgow City Food Plan Project Team (in alphabetical order):

Siobhan Boyle, Health Improvement, Glasgow City Health and Social Care Partnership

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Sheena Fletcher, Glasgow Centre for Population Health (graphic design/animation)

Riikka Gonzalez, Glasgow Food Policy Partnership

Lizzy Hammond, Public Health, Health Improvement, NHS Greater Glasgow & Clyde

Louise MacKenzie, Glasgow City Council

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Jill Muirie, Glasgow Centre for Population Health

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The Glasgow City Food Plan Organisational Contributors:

Association for Procurement for Universities and Colleges (APUC)	Glasgow City Council
Baltic Street Adventure Playground	Glasgow City Health and Social Care Partnership
Bridging the Gap	Glasgow Community Food Network
Castlemilk Law Centre	Glasgow Food Policy Partnership
Chamber of Commerce	Glasgow Greens
Child Poverty Action	Glasgow Life
City of Glasgow College	Glasgow Social Enterprise Network (GSEN)
City Property	
Community Food and Health Scotland	
Fareshare	Glasgow Third Sector Interface
Food Bank Forum, Glasgow City Council	Glasgow University Environmental Sustainability Team (GUEST)
Food for Life, Soil Association	Green City Wholefoods
Glasgow Allotments Forum	Independent Food Aid Network
Glasgow Centre for Population Health	Locavore

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Menu for Change
NHS Greater Glasgow and Clyde
Nourish Scotland
Our Lady of the Rosary Primary
School
Parkhead Housing Association
Partnership for Procurement
Poverty Leadership Panel
RSPB
Scotland Food and Drink
Scottish Enterprise
Scotland Excel
Scottish Events Campus (SEC)
Scottish Grocer's Federation

Scottish Pantry Network
Scottish Welfare Fund
Senscot
South East Foodbank
St Paul's Youth Forum
Strathclyde University
The University of Glasgow
Trussell Trust
Unison
Unity Enterprise
Urban Roots
Wheatley Group
Zero Waste Scotland

Appendix 3 Glossary of terms used

Word/Term	Definition
Agroecology	Farming that centres on food production that makes the best use of nature's goods and services while not damaging these resources.
Alexandra Rose Voucher Scheme	The Rose Vouchers for Fruit and Vegetables Project helps families on low incomes to buy fresh fruit and vegetables and supports them to give their children the healthiest possible start.
Biodiversity	The existence of a wide variety of plant and animal species in their natural environments at a particular time.
Carbon neutral	Measures which remove the same amount of carbon dioxide from the environment as they release into the environment.
Circular economy	An economic model in which resources are kept in use at the highest level possible for as long as possible in order to maximise value and reduce waste, moving away from the traditional economic model of 'make, use and dispose of'.
Climate change	A large scale, long-term shift in the planet's weather patterns or average temperatures. Characterised by higher temperatures, rising sea levels, changing rainfall and more frequent, extreme severe weather incidents.
Community fridge	Space where local residents can share and access surplus food, including donations from local food businesses.
Community garden	A community garden is any piece of land (publicly or privately held) that is cultivated by a group of people rather than a single family or individual. Unlike public parks and other green spaces maintained by local governments, community gardens are generally managed and controlled by a group of unpaid individuals or volunteers – usually the gardeners themselves.
Community meal	An opportunity for people within specific areas to meet, cook and eat together. Meals and food are generally donated and cooked/prepared by unpaid volunteers. Meals are either provided at a low cost or free of charge.
Foodbank	A non-profit charitable organisation or group of volunteers who collect and then redistribute food to those who have difficulty

	purchasing/accessing sufficient quantities to avoid hunger.
Food desert	A locality with limited access to nutritious, fresh affordable food.
Food economy	Anyone involved in growing, production, distribution and consumption of food.
Food insecurity	As in the Dignity: Ending Hunger Together report, in this document 'food insecurity' is used as a broad term to describe circumstances when people are worried about not having adequate amounts, or the means to access, nutritious food for themselves and their families. This includes 'food poverty', which describes occasions when lack of food results in people going hungry because of a lack of resources.
Food literacy	The positive relationship built through social, cultural and environmental experiences with food enabling people to make decisions that support health and ecology.
Food pantry	A community membership shop that will provide high quality, low cost food to those in a local area.
Food poverty (also see definition of food insecurity above)	In this report the term 'food poverty' is used to describe the specific circumstances when lack of food results in people going hungry because of a lack of resources. We include food poverty in the broader definition of food insecurity.
Food system	It involves all the processes needed to feed a population, from growing or producing food, to its distribution, to getting rid of waste.
Food waste	Food that is no longer deemed fit for human consumption.
Glasgow Food Pledge	Food businesses in Glasgow are being encouraged to sign a food pledge to introduce small changes that will improve the overall nutritional quality of the food on sale. The Glasgow Food Pledge is operated by Glasgow City Council Environmental Health and indicates that the business has been inspected by Food Safety Officers and has been rated as a PASS for food hygiene.
Good Food	Food that is good for society, for health, for the environment and for the economy; it should be affordable, accessible, tasty and nutritious, good

	for the planet and good for those who work in the food industry.
Healthy Living Award	National award for the food service sector in Scotland. The award recognises that caterers can play an important role in influencing what their customers eat, and recognises and rewards those who are making it easier for their customers to eat more healthily.
Inequality	The difference between people or groups in society, with some people having greater social status, wealth and access to opportunities etc.
'Local food'	For the most part in this document, the food that is produced in Scotland. However, wherever possible Local Food should be food that aims to shorten supply chains as much as possible – e.g. Glasgow or peri-urban grown.
Net annual household income	The term net annual household income refers to earnings (i.e. after taxation and other relevant deductions) from employment, benefits and other sources that is brought into the household by the highest income household member and/or their spouse or partner. This also includes any contribution to household finances made by any other household members.
People	Citizens; business community including social enterprises; those who purchase food and those visiting the city.
Peri-urban agriculture	Food production on the edge of city boundaries.
Procurement	The process often used by organisations/business in the sourcing and purchasing of goods and services. Each individual business will generally have set guidance or policies that govern their choice of suppliers and the methods that will be used to communicate with them and so on.
Resilient	The ability to prepare for and adapt to changing conditions and withstand and recover rapidly from disruptions. Resilience includes the ability to withstand and recover from deliberate attacks, accidents, or naturally occurring threats or incidents.
Surplus food	Food in the supply chain that has not been sold or eaten but is still fit for human consumption.
Sustainable	The quality of not being harmful to the environment or depleting natural resources, and thereby supporting long-term ecological balance.

For more information on the Glasgow City Food Plan visit [GFPP website](#) or email info@gcph.co.uk with the subject line 'Glasgow City Food Plan Enquiry'.