Item 2

9th November 2023

Glasgow City Council

Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee

Report by Councillor Laura Doherty, Convener.

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Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee Annual Assessment

Purpose of Report:

To provide an Annual Assessment of the work of the Committee as required by Standing Order 32 (8).

Recommendations:

- The Committee is asked to consider and note the Annual Assessment.
- Elected Members of the Committee agree to take or refresh their Equalities Impact Assessment (EQIA) training, if they have not done so since May 2022.

Ward No(s): All	Citywide: ✓
Local member(s) advised: Yes ☐ No ✓	consulted: Yes ☐ No ✓

***PLEASE NOTE THE FOLLOWING**:*

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1 Background

1.1 The Council's Standing Order 32 (8) notes the following in relation to City Policy Committees:

"An annual assessment will be carried out in each year to:

- *assess the effectiveness of the workings of the committee, and to assess any training needs of members/officers; and*
- *the effectiveness of the implementation of agreed policies.*

The assessment will be carried out by the relevant Convener in years 1 and 2, and an independent assessment will be carried out in year 3 and every third year thereafter. A report setting out the findings of the annual assessment will be submitted to the Operational Performance and Delivery Scrutiny Committee."

1.2 The Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee was established in December 2022 following an update to the Committee Terms of Reference by the Council. The Committee has representation from three political parties (Scottish National Party, Scottish Labour Party, and Scottish Green Party) on the Council and the Chair and Vice Chair are members of the City Government. It has met six times since January 2023, in addition to three times in its precursor format between August 2022 and November 2022, and this report now takes the opportunity to assess the effectiveness of the working of the Committee and assess any training needs.

1.3 The Terms of Reference specific to the Committee are:

To fulfil the functions of policy development (including consideration of equalities issues) as they relate to Council policies and services for wellbeing, equalities, communities, culture and engagement, corporate Council policies, services and activities.

These functions include:

- *Community Planning, including community justice;*
- *Glasgow Communities Fund;*
- *cost of living and financial inclusion;*
- *population health;*
- *equalities;*
- *community councils;*
- *public processions;*
- *public petitions;*
- *relationships with the third sector;*
- *community capacity building;*
- *community empowerment;*
- *participatory budgeting;*
- *partnership engagement; and*
- *culture, sport and leisure and their impact on wellbeing within the city;*
- *procurement;*
- *employment and personnel;*
- *corporate communications and marketing;*

- *customer care; and*
- *open government.*

To act as a sounding board for the Council's input to the Glasgow City Integration Joint Board in relation to policy areas including health and social Care.

2 Co-opted External Members

2.1 Within the guidelines for City Policy Committees there exists the capacity to appoint up to four people as non-voting co-optees to bring access to external expertise, knowledge and experience, as necessary.

2.2 The Committee, following consideration of proposals, instructed officers to seek nominations of four non-voting co-optees from the following networks:

- Community Councils within the city
- Glasgow Equality Forum
- Young Persons Representative networks
- Glasgow Third Sector Interface Network

2.3 Officers have made efforts to identify nominations from the Young Persons Representative networks, this has not resulted in a co-optee being identified.

2.4 Glasgow Equality Forum identified a nominee in September 2022 but have subsequently advised that they do not currently have the capacity to support this commitment. As the nomination was over 12 months ago, the nomination has now lapsed.

2.5 A future report to the Committee will bring forward proposals for these two vacancies as part of the overall review of community engagement currently being led by the Head of Policy and Corporate Governance.

2.6 The two identified co-optees have provided valuable input to the Committee over the past 12 months, and a report will be provided to a future Committee recommending arrangements for co-optees for the next 12 months.

3 Work Programme

3.1 The Committee considered a Work Programme at its meeting (in its precursor format) on 22 September 2022 and has considered a further iteration on 10 August 2023.

3.2 All members have been invited to input into the Work Programme. Members are welcome at any time to raise suggestions with the Chair, Vice Chair, or Director of Communications and Corporate Governance.

4 Independent Assessment of predecessor committee

4.1 On 11 November 2021, the previous Director of Education Services presented a report to the Committee's predecessor committee outlining the findings from the independent assessment.

4.2 There were two recommendations made by this report:

- *The Terms of Reference are too broad. The Terms of Reference should be reviewed to improve the coherence of the Committee. As part of this review, consideration should be given to ensuring that the Terms of Reference is manageable so that all aspects can be covered.*

- *Petitions can take up the Committee's allotted time. Consideration to be given to having Public Petitions heard at times outwith the Committee cycle.*

4.3 The Terms of Reference of the Committee remain broad and the Committee will continue to be challenged to cover all aspects. The Chair is mindful of the above recommendation when developing the Work Programme ensuring items are firmly within the Terms of Reference and bring added value to the work of the Council.

4.4 A Public Petitions Working Group has been convened to review the Council's petitions process, and will consider how best to respond to the above recommendation. It is anticipated that this Working Group will report to Committee at a future meeting with recommendations to implement.

5 Policy Implementation

5.1 WECCE has contributed to the development of Council policy in the following key areas:

Employment & Personnel

5.2 The Committee has considered a number of items in relation to Employment & Personnel matters including; Paid leave for employees who experience a miscarriage, Supporting the Reduction of Gambling, Alcohol, and Drug Related Harms, Job Evaluation Progress Update, Council Health and Safety Strategy 2023-2027, Equally Safe At Work Accreditation Programme Implementation NRS Challenges partnership project, Neo-Natal Leave and Pay, and Youth Employment Strategy.

5.3 Theses policies and programmes work to build support and develop staff to meet the Council's objectives, to value diversity, and to embrace modern ways of working.

Glasgow City HSCP

5.4 Chief Social Work Officer Annual Report 2021/22

Culture, Sport and Leisure and Their Impact On Wellbeing Within The City

5.5 The Committee has considered a number of items presented by Glasgow Life including; Vision for Glasgow Libraries, European Capital of Sport, and Welcome Places.

5.6 These policies and programmes contribute to inspiring every citizen and visitor to become engaged and active in a city globally renowned for culture and sport.

Population Health

5.7 The Committee acts as a sounding board for the Council's input to the Glasgow City Integration Joint Board in relation to policy areas including health and social care. In addition to a various reports relating specifically to the Health & Social Care Partnership, the Committee has considered a number of items which impact on population health including; Glasgow Begging Strategy and Gambling Harms.

5.8 The Committee has continued the work of its precursor committee around tackling gambling harms, guiding work around the Council's recognition in the Strategic Plan to "Recognise gambling harms as a public health issue".

Equalities

5.9 The Committee guides work which contributes to the Council meeting its requirements under the Equality Act 2010. Policy informed by the Committee ensures there are robust arrangements in place across the Council Family to ensure compliance, the sharing of good practice and a consistent approach, including an approach to conducting Equality Impact Assessments shared across the Council Family.

Cost of Living and Financial Inclusion

5.10 The Committee considered and provided feedback to the development of new ways of working in relation to tackling the Cost of Living Crisis through a variety of activities and support. The Local Child Poverty Action Report is considered on an annual basis by the Committee prior to submission to the City Administration Committee.

Procurement

5.11 The Committee considered and reviewed the Sustainable Procurement Strategy 2023-2027 and subsequently referred the Strategy to the City Administration Committee for approval. This Strategy was developed to support the council's challenges, missions and commitments, as set out in the council's Strategic Plan ensuring that procurement provides best value for money.

Open Government

5.12 The Committee supports the ongoing commitment to Glasgow's membership of the Open Government Partnership's Local Programme. Committee noted progress to date and will consider a draft Open Government Action Plan for Glasgow 2023-2027 at a future meeting.

6 Development Session

6.1 A Development Session focusing on services for young people was held on 21 September 2023 and held in Fuse Youth Café. The objectives of the day

were to “Recognise value of youth work when creating council policies. Embed the fundamentals of building relationships of trust with young people over the long term, and creating conditions and opportunities for young people to develop and thrive.”

6.2 Members of the Committee engaged with officers across the Glasgow family on various topics including; Developing the Young Workforce, Youth Forum, Senior School Parliament, and Youth Council.

6.3 A ‘street meet/ world café’ style approach allowed young people and the committee to engage directly on strengths and goals of youth services, identifying ways in which the Council can best support them. Education Services and youth organisations across the city, including Fuse Youth Café, Dumbarton Road Corridor, South West Arts & Music Project and Glasgow Girls FC provided vital support in facilitating this engagement.

6.4 The Place Standard tool for children was introduced and demonstrated, with the youth services agreeing to use the tool and provide feedback in March 2024.

6.5 An international perspective was brought from colleagues in Pittsburgh, which provided valuable insight and learning, building on previous work between the two cities around COP26, which was recognised through a Sister Cities International award.

7 Effectiveness of the Working of the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee

7.1 The Committee has generally worked effectively since December 2022. Members behave with good conduct and show a wide understanding of the business of the Committee. Attendance by members has been good.

7.2 The work of the Committee is guided by the Chair and the Vice Chair, in conjunction with the lead officer. Members work constructively on a cross-party basis. Co-optees provide valuable input, and have fed back to their respective networks.

7.3 Agendas have been kept manageable through a clear process of agenda setting – this has proven to be necessary given the wide remit of the Committee. The level of petitions is outwith the control of the Committee; recommendations from the Public Petitions Working Group are awaited which will influence the future work of the Committee in relation to petitions.

7.4 Meetings are webcast and are therefore available to be watched on the internet.

8 Training Needs

8.1 It is noted that members received mandatory and non-mandatory training sessions following their election to the Council in May 2022. These training

sessions are ongoing. There is no specific training required to sit on the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee. Given the relevance to the work of the committee, it is recommended that all Elected Members of the Committee take or refresh their Equalities Impact Assessment (EQIA) training, if they have not done so since May 2022.

8.2 The Membership of the Public Processions Committee is drawn from the membership of the Wellbeing, Equalities, Communities, Culture and Engagement City Policy Committee. Elected Members are required to undertake an appropriate training session, prior to appointment to the Public Processions Committee.

8.3 Elected Members on the Committee can raise with their Group's business manager any suggestions for training sessions which will be fed into the Business Bureau. The lead officer for the Committee is also available to brief any Member or co-optee on specific issues as required. The Committee may, in addition, wish to discuss specific training they feel is needed to assist with their role.

8.4 Training and support needs for co-opted members will be considered separately in discussion with the Chair and lead officer.

9 Policy and Resource Implications

Resource Implications:

Financial:	N/A
Legal:	N/A
Personnel:	N/A
Procurement:	N/A
Council Strategic Plan:	GRAND CHALLENGE FOUR – Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities MISSION 2: Run an open, well governed council in partnership with all our communities

Equality and Socio-Economic Impacts:

Does the proposal support the Council's Equality Outcomes 2021-25? Please specify.	N/A
What are the potential equality impacts as a result of this report?	N/A
Please highlight if the policy/proposal will help address socio-economic disadvantage.	N/A

Climate Impacts:

Does the proposal support any Climate Plan actions? Please specify:	N/A
What are the potential climate impacts as a result of this proposal?	N/A
Will the proposal contribute to Glasgow's net zero carbon target?	N/A
Privacy and Data Protection Impacts:	N/A

10 Recommendations

- The Committee is asked to consider and note the Annual Assessment.
- Elected Members of the Committee agree to take or refresh their Equalities Impact Assessment (EQIA) training, if they have not done so since May 2022.