Q 1	Asked by: Bailie Hanif Raja
Tabled Question	"To ask the Leader of the Council what action the Council will take to encourage Glaswegians to support the DEC appeal for those affected by the devastating earthquake in Turkey and Syria? Noting that over 20,000 people have lost their lives and many more are injured, with thousands of people now homeless and lacking fresh water and electricity. As the scale of the humanitarian crisis continues to unfold, will the Leader of the Council reiterate, on behalf of all Councillors, that Glasgow and its citizens stand in solidarity with the people of Turkey and Syria?"
Responder	Councillor Susan Aitken, Leader of the Council and Convener for City and City Region Economy and Just Transition

I'm sure that the thoughts of the whole Council and indeed all of Glasgow are with the people of Turkey and Syria following the devastating earthquakes and aftershocks of February 6th which are now estimated to have killed over 35,000 people, injured many many more and left millions homeless.

The earthquake measuring 7.8 magnitude hit south-eastern Turkey, near the Syrian border with an aftershock nearly of equal strength, 9 hours later.

The first of these deadly earthquakes struck without warning during the night, while people and families were inside their homes, asleep in their bed; and in a region already suffering from the effects of a desperate decade long civil war.

The earthquake damage is nothing short of catastrophic.

People have been left without shelter in freezing winter conditions and desperately need blankets, emergency shelter, food and clean water.

Members will be aware that in times of such crisis the Council often works with the Disasters Emergency Committee to ensure those in our city who want to help relief efforts can do so directly to those on the frontline providing urgent assistance.

Following the earthquakes, Council Officers quickly contacted DEC and have been providing support to their emergency appeal through our available media channels. I believe the appeal has now raised over £60m.

The Council highlighted the launch of the DEC appeal on both Facebook and Twitter last week when it launched and plan to issue further communications as the appeal develops in consultation with DEC.

Officers have also used the Council's staff newsletter to raise awareness of the DEC appeal with the Council's workforce and I know that individual Members, including yourself Lord Provost, have also promoted the appeal.

DEC charities and their local partners have focused on immediate priorities such as search and rescue, medical treatment for the injured, shelter for those who have lost their homes, heating in safe spaces, blankets, warm clothes, and ensuring people have food and clean water.

I can confirm to Bailie Raja and to the house that going forward, in consultation with DEC, and in solidarity with the people of Turkey and Syria, we will continue to play our part in these efforts by highlighting the appeal to Glaswegians and signposting where they can best provide support to relief efforts.

Q 2	Asked by: Councillor Saqib Ahmed
Tabled Question	“In light of the recent tragedies on Glasgow streets, involving both cyclists and pedestrians being killed, to ask the relevant Convener what action will be taken to accelerate the provision of safe, accessible and protected cycling infrastructure in the City, and to also improve pedestrian safety? “
Responder	Councillor Angus Millar, City Convener for Climate, Glasgow Green Deal, Transport and City Centre Recovery

Every incident on our roads which results in a death or serious injury is a tragedy that is immeasurable in terms of the impact it has on those affected by it and our thoughts and condolences are with those families and friends of those who have recently been killed on Glasgow’s roads.

Over the past 20 years all figures relating to ‘killed or seriously injured’ incidents have steadily decreased. It is of note that slight injuries have reduced significantly compared to the 2004/08 average and national reduction target of 10%. The recent spate of road traffic incidents in Glasgow are currently still being investigated with nothing yet suggesting common cause.

When any serious incident occurs on any Glasgow street there is an agreed protocol between the Council and Police Scotland. The protocol includes a joint site visit between Council Officers and Traffic Officers from Police Scotland, with Police Scotland being the lead agency. The purpose of these site visits is to consider what happened and look at the possible contributory factors which led to the accident. Following this joint site visit, if it is deemed that action is required by the Council in terms of physical measures or educational measures then that would be considered by the Council.

In August 2021, the Council’s Road Safety Plan to 2030 was presented to members of the Environment, Sustainability and Carbon Reduction City Policy Committee. Glasgow’s Road Safety Plan outlines our vision where no-one is killed or seriously injured on our roads by 2030. The Councils Road Safety Unit has adopted the Safe Systems approach to road safety which has at its centre, the need to prioritise and protect our most vulnerable road users. This is a collective responsibility that involves local authorities, emergency services, the NHS, fleet operators, and various organisations, as well as every road user.

The Safe System approach has five pillars of action.

- Safe road use.
- Safe vehicles.
- Safe speeds.
- Safe roads and roadsides.
- Post-crash response

As part of the Safe Systems approach, behavioural change is a crucial factor in promoting safer road use. The Road Safety Unit has a responsibility to engage with all road users

through education, training and city-wide publicity campaigns to influence road user behaviour. The Road Safety Unit is proactively working in partnership with Police Scotland and other agencies such as Cycling Scotland to develop and deliver a number of campaigns and initiatives during 2023.

In terms of cycling safety across our city, it is the Council's vision to create a vibrant Cycling City where cycling is accessible, safe and attractive to all. Our Cycling City is making cycling a popular mode of travel for those people who live, work and visit the city. It support's the health and well-being of our residents and will contribute to Glasgow's aim of being one of the most sustainable cities in Europe.

The Council's vision will reduce traffic congestion, improve air quality and give more priority to cyclists. We will continue to support cycling as a participation activity for all. Glasgow's active travel network currently consists of 310km of cycle infrastructure, made up of primary and secondary routes in addition to permeable, residential zones and this continues to increase every year with major arterial and neighbourhood-based cycling infrastructure implementation. As part of the development of such schemes, all designs go through a rigorous safety audit process to ensure that what is proposed to be constructed on the ground is fit for purpose but more importantly is and feels safe for the user.

In terms of pedestrian safety across the city, it is a high priority for this Council to ensure that all pedestrians walking and travelling on our network are able to do so in a safe manner. The NRS Traffic & Road Safety team have an ongoing programme of which will this year see improvements in accessibility at some of our traffic signal-controlled crossings through the upgrade of infrastructure, specifically focussed on those who are visually impaired.

Throughout the year, the Traffic & Road Safety team also undertake campaigns, both on the ground and on social media to highlight road safety issues. Examples of this will be the Bikeability project in our schools, motorcycle & cycle at junctions' campaign, speeding campaigns and varying pedestrian campaigns.

Q 3	Asked by: Councillor Maureen Burke
Tabled Question	“There are several schools in my ward which regularly have lights left on overnight or during weekends, at a cost to the Council. I understand that these lights are controlled by sensors, and that it is not possible to repair the sensors currently in place due to a lack of parts. Can the Convener say whether this is a city-wide issue?”
Responder	Councillor Ruairi Kelly, Convener for Neighbourhood Services and Assets

The city comprises a large variety of different school types and age of construction. Some of the more modern schools will have automated lighting systems which operate to turn lights off when presence is not detected.

Many of our schools, however, do not have these systems fitted and rely on the manual operation of the lights by staff on site.

As we know the spiralling cost of energy across all areas has refocused everyone’s mind on the use of energy and our property team is focusing on energy audits within the school estate, which will include a review of any automated lighting systems that are not operating as they should. Some of these systems have been fitted over 10-years ago and therefore parts and components may be unavailable – in these circumstances alternative technical solutions are being explored – albeit there will be a cost associated with any repairs required.

The property team relies on any defects being reported, and we are also encouraging the staff at schools to notify the team of any issues with the lighting systems.

In addition, the energy management team will continue to promote the “culture” of energy reduction, by encouraging all staff in schools to switch lights off when not in use and at the end of the day.

Q 4	Asked by: Councillor Cecilia O'Lone
Tabled Question	"To ask the relevant Convener if this Council will again urge the Scottish Government to introduce 20mph speed limits as the default across Scotland, given the Edinburgh Napier University Study into a similar initiative in Wales which indicated that it could save £100million from the public purse in the first year?"
Responder	Councillor Angus Millar, City Convener for Climate, Glasgow Green Deal, Transport and City Centre Recovery

The Council is committed to the implementation of default 20mph speed limits throughout Glasgow and is in close collaboration with the Scottish Government in seeking to roll out this policy as quickly as possible.

While the Scottish Government's position now mirrors that of Glasgow City Council in supporting the rollout of default 20mph zones, previous deliberations at parliamentary level have reaffirmed the legislative position that any wish to implement a citywide mandatory 20mph limit would have to be undertaken by the Council and would require the successful promotion of a new traffic regulation order (TRO). In this respect, while examples from outside of Scotland such as Wales may help highlight the benefit of such a 20mph policy being pursued, the legislative and regulatory context is distinct.

NRS officers recently presented an update paper to the Environment and Liveable Neighbourhoods City Policy Committee whereby commitment was given to the delivery and implementation of 20mph zones across the city in the next 18 months. The expected completion date for this work is June 2024, and the Council is engaged closely with Transport Scotland in piloting the use of Experimental Traffic Regulation Orders (ETROs) in order to progress this work at pace.

The implementation of a citywide mandatory 20mph speed limit is a significant project to undertake and although the main tenet of the citywide mandatory 20mph speed limit is to reduce vehicle speed, it will focus on a cultural and behavioural change to help meet the commitments within the Glasgow Transport Strategy and the related actions supporting road safety and active travel as well as placemaking and carbon reduction.

Budgets were allocated by the administration in February 2022 of £2.1m to support and implement this project with match funding being secured with Sustrans.

Q 5	Asked by: Councillor Holly Bruce
Tabled Question	"To ask the relevant convener, what urgent action the Council and Police Scotland are taking on road safety after a number of people have tragically died on Glasgow's roads?"
Responder	Councillor Ruairi Kelly, Convener for Neighbourhood Services and Assets

Every incident on our roads which results in a death or serious injury is a tragedy that is immeasurable in terms of the impact it has on those affected by it and our thoughts and condolences are with those families and friends of those who have recently been killed on Glasgow's roads.

Over the past 20 years all figures relating to 'killed or seriously injured' incidents have steadily decreased. It is of note that slight injuries have reduced significantly compared to the 2004/08 average and national reduction target of 10%. The recent spate of road traffic incidents in Glasgow are currently still being investigated with nothing yet suggesting common cause.

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Throughout the year, the Traffic & Road Safety team also undertake campaigns, both on the ground and on social media to highlight road safety issues. Examples of this will be the Bikeability project in our schools, motorcycle & cycle at junctions' campaign, speeding campaigns and varying pedestrian campaigns.

Q 6	Asked by: Councillor Dan Hutchison
Tabled Question	"To ask the relevant convener for an update on the four-day work week feasibility study that was due to be completed on 24th December 2022?"
Responder	Councillor Allan Casey, Convener for Workforce & Homelessness and Addiction Services

Progress has continued on the development of a paper into the feasibility of a four-day working week (4DWW) for Glasgow city council workforce. This work considers the high-level organisational advantages and disadvantages whilst also reviewing available external research and any emerging best practice from other public and private organisations from a variety of pilot approaches. The paper will consider the investment, resource and expertise required to conduct a feasibility study based on the approach of other organisations.

Initial research shows a momentum of interest both across the private and public sectors for the feasibility of 4DWW supporting the core outcomes of improving employee wellbeing and productivity. Whilst successes are reported from a high proportion of pilot organisations, no financial returns on investment are specifically reported, with evidence from organisations with wider occupational variety, especially in frontline service delivery, reporting increased costs being a factor of failure through the required investment into increasing staff numbers to operate.

Glasgow city council is in the main an organisation with frontline service delivery at its heart, however without initiating ways to modernise the workforce, existing challenges with labour and skills shortages would continue and possibly only become entrenched as candidates choose organisations to work for with greater work life balance benefits.

Scottish Government has reported its work towards launching a public sector pilot and South Cambridgeshire County council has started a pilot with office staff only this year. The 4-day working week is in its infancy from an evidence base point of view, however with investment, GCC shouldn't be precluded from developing a pilot based on strong success criteria and clear financial return on investment with no compromise in service delivery, as the potential gains could be transformational to service delivery.

A paper will be presented to the Convenor for Workforce for presentation to the next Workforce board on April 19th 2023.

Q 7	Asked by: Bailie Elaine Gallagher
Tabled Question	"To ask the relevant convener, in light of road safety issues with traffic speeds in the city, and issues with traffic using residential areas as cut-throughs between major roads to avoid traffic, will there be a programme for installing average speed cameras following current initial tests, and will cameras be installed at the entrance and exit of roads in residential areas that join major arteries, as well as on the major roads themselves?"
Responder	Councillor Ruairi Kelly, Convener for Neighbourhood Services and Assets

The responsibility for the deployment of enforcement cameras lies with Safety Cameras Scotland, not the local authority. Safety Cameras Scotland is the collective name for the three Safety Camera Units that operate across Scotland who manage the administration for speed and red-light cameras. The Units operate within Police Scotland funded via a grant from the Scottish Safety Camera Programme. Safety Cameras Scotland have a set of established criteria which must be met before a camera can be installed. Their criteria primarily take into account road traffic collisions and vehicle speeds.

The scheme on Parkhouse Road where an average speed camera system was introduced in November 2021 is currently being evaluated by the Safety Camera Unit to establish how effective the system has been in terms of speed reduction and road safety. It is highly unlikely that average speed cameras will be deployed widely across the city but the Road Safety Unit in NRS will continue to put forward cases where it is deemed that a location may fit the criteria for the introduction of them.

In terms of any complaints regarding through traffic, NRS Traffic & Road Safety teams respond to these by carrying out a traffic survey to establish vehicle numbers and patterns i.e., direction of travel, volume at peak periods etc. as well as carrying out registration surveys at the entrance and exit points to establish the issue is through traffic. If through traffic is proven to be an issue, NRS may consider the introduction of traffic calming or a permanent road closure, if the outcome of any investigation deems this kind of action is required.

Q 8	Asked by: Bailie Anthony Carroll
Tabled Question	“To ask the relevant convener how NPF4's requirements for 25% affordable housing will shape current and future housing developments in the city?”
Responder	Councillor Kenny McLean, Convener for Housing, Development, Built Heritage and Land Use

The Policy intent in National Planning Framework 4 (NPF4) relating to Policy 16 states:

To encourage, promote and facilitate the delivery of more high quality, affordable and sustainable homes, in the right locations, providing choice across tenures that meet the diverse housing needs of people and communities across Scotland.

The development of an Affordable Housing Policy is also a clear commitment of the City Government as expressed in the Council Strategic Plan, the Glasgow's Draft Local Housing Strategy 2023-28 and in recent committee reports

The Glasgow housing market is complex, with considerable variations in affordability and access in different areas, both in terms of the private sector and affordable sector markets.

The NPF4 policy indicates that an affordable housing policy needs to be based on a consideration of need in a local authority area, and the target is to be informed by the Local Development Plan.

Glasgow’s existing City Development Plan did consider the issue of need and at the time the view was that need for affordable housing was being met through existing mechanisms and RSLs, including the Strategic Housing Investment Programme. This assessment will need to be reviewed and the Local Housing Strategy (currently out for public consultation) indicates that an affordable housing policy will be developed. The LHS will therefore provide a strong evidence base for a new development plan policy.

Consideration of the application of the NPF4 policy 16 will therefore need to take into consideration local variations in provision and market confidence. Consideration will need to be given to mechanisms for delivery of any new affordable housing policy or guidance, including a developer contribution policy if this is required. This includes definitions of market housing, affordable housing, and how viability will be considered across different geographic areas within City.

It is proposed that a more detailed report will be presented to EHPR committee in the next couple of months expanding on this and setting out a timescale for a new detailed guidance statement to be produced for formal Council approval prior to the production of a draft City Development Plan 2. In the meantime, it is appropriate for us to use the stance on need established in the production of the existing City Development Plan.

NB “affordable housing” in NPF4 is defined as “Good quality homes that are affordable to people on low incomes. This can include social rented, mid-market rented, shared-ownership, shared-equity, housing sold at discount (including plots for self-build), self-build plots and low-cost housing without subsidy.

Q 9	Asked by: Bailie Sharon Green
Tabled Question	“Can the relevant convener provide an update on the rollout of the new Area Partnership model & can he confirm that the council are on track for a rollout of the new model citywide in June 2023 next year.”
Responder	Councillor Christina Cannon, Convener for Education, Communities and Equalities

Through the new Area Partnership model, we aim to enhance community /local participation in devolved decision making, initially in relation to the NRS Neighbourhood Infrastructure Improvement Fund and then in relation to other devolved council budgets in the future.
The new model aligns with the council’s commitment to the values and principles of the Open Government Partnership, namely:

- Openness
- Transparency
- Accountability and
- Participation

By giving as many citizens as possible the opportunity to participate in devolved decision making, we will achieve decisions that are informed by local views and knowledge and we will increase community ownership and management of local services.

The Area Partnerships will operate in a more participative, focused and informal way which will require continuing work to bring about a culture change and continuing appraisal of the resources required to support them effectively.

The Implementation Plan for the new model, which was approved by the Glasgow Community Planning Partnership (GCPP) Strategic Partnership on 7 December 2021, includes a commitment to supporting the Area Partnerships to produce local area action plans. These are not intended to replace other existing local plans or development work that has been undertaken in areas that are currently part of the Thriving Places programme for example, but rather to draw together common themes and priorities and hold partners to account for implementing these priorities.

A refreshed Terms of Reference to reflect the new operating model along with a programme of support for members, is in development. In addition, all have been provided with a template and guidance to assist them in developing their Local Area Action Plan.

An update was provided to the September 2022 round of Area Partnership meetings on the progress to date and the range of information available to support them in their transition to the new model.
Proposals are also being developed to enhance communication between the Area Partnerships and wider Community Planning structures. Ward and neighbourhood level digital dashboards have been produced to provide them with current information on a wide range of topics that will assist them with evidence-based planning. It is intended that the Local Area Action Plan will be a living document and continually reviewed and updated.

The main driver for Area Partnership reform was to enhance community and citizen engagement, particularly in relation to devolved decision making. To this end, the development of a Neighbourhood Decision Making System for the NRS Infrastructure Improvement Fund is being taken forward by the Centre for Civic Innovation (CCI) in collaboration with Community Empowerment Services (CES) and NRS.

CCI are co-designing a system which allows the Area Partnerships to make decisions on how the Neighbourhood Infrastructure Improvement Fund is spent, based on the views of as many local people as possible. To this end, workshops took place over 3 days in late January 2023 with relevant officers from CES and NRS.

In the week beginning 20 February, the CES Director of Community Empowerment and Equalities and the NRS Divisional Director of Operations will work with relevant CCI officers to agree membership of the Steering Group and the Strategic Project Team for this work. Facilitated workshops will then take place with Area Partnerships and key partners and stakeholders to map available resources and identify engagement methods, including both in-person and digital solutions.
The approach will then be tested and evaluated in 3 pilot areas, before it is rolled out across the city in June 2023.

Q 10	Asked by: Councillor Blair Anderson
Tabled Question	"To ask the Convener for Education, whether - in light of multiple recent news reports of violence against women and girls, including the case of influencer Andrew Tate who is currently under arrest on suspicion of rape - it will promote and encourage the use of educational resources by teachers to prevent violence against women and girls and tackle sexist and misogynistic views among young people, such as EIS's Get It Right For Girls resource."
Responder	Councillor Christina Cannon, Convener for Education, Communities and Equalities

The Educational Improvement Services is leading on a range of issues aimed at addressing gender equality issues as well as tackling violence against women and girls. The following summary captures some of the centrally led initiatives, but individual schools will also be addressing the issue through school-based initiatives and across the curriculum.

Gender Equality SDG 5

- **Girls4Equality Group** – This group was created as part of a legacy from the Girls at COP 26 Event. This is when 2500 S3 Girls from all secondary schools in Glasgow participated in a panel discussion with women from all over the world about highlighting the achievements of women in a range of fields. The Girls4 Equality Group meet twice a year; on International Women's Day on 8 March and International Day of the Girl on 11 October. The girls discuss a range of issues. To date this has included:
    - Inspirational Female leaders
    - Attributes of successful leaders
    - Stereotypes in Education

In March 2023 we will be examining how Early Years Education is promoting gender friendly nurseries and the Promotion of Women and Sport.

The crucial work of these young women is how they take this information back to schools and use this to promote gender equality with their male and female peers. There is also a Teams page that allows them to update each other about what they are doing over the course of the year.

Harmful Sexual Behaviour SDG 3 (Good Health and Well Being)

A working party has been created to support staff development in understanding the challenges our young people, especially our young women are facing. In May 2023 Zero Tolerance Scotland will be supporting representatives from Early Years, Primary and Secondary Schools in all Glasgow Learning Communities with "Train the Trainer" activities that will allow them to go back into the schools and share this with all staff. This awareness raising follows a city-wide spotlight on this issue during the August 2022 child protection update to all Glasgow Schools.

Period Dignity – SDG 1 (No Poverty

On 6 February 2023 Holyrood Secondary School hosted the launch of their period dignity partnership with *Hey Girls* and the *Simon Community*. *Free for everyone - Period* allows all young women to be empowered with the knowledge about how to access free products and ensure poverty is not a barrier for any young woman in Scotland to access essential sanitary products.

Pilot – Girls Club Glasgow.

Cleveden Secondary School are working with the Girls Club Glasgow and Glasgow Kelvin College on a programme entitled “Inspire Her”. This programme focuses on young women aged 13 – 18 and focuses on issues such as body image and mental wellbeing. If successful, this will be introduced to other secondary Schools in the City.

International Education

All Secondary Schools are being invited to identify a talented female artist and allow them to create a piece of art that showcases the City of Glasgow. The artwork will be displayed in the City Chambers in April before being gifted to European delegates attending an International Women’s Conference in May on Women’s Legacy.

Q 11	Asked by: Councillor Dan Hutchison
Tabled Question	"To ask the relevant convener for an update on the expansion of the network of air quality sensors, and proposals to raise public awareness of poor air quality in the city, as agreed at Council in May 2021."
Responder	Councillor Angus Millar, Convener for Climate, Glasgow Green Deal, Transport and City Centre Recovery

Extensive monitoring of air pollutants is conducted in Glasgow in accordance with policy and technical guidance as part of Local Air Quality Management (LAQM) In fulfilment of Part IV of the Environment Act 1995.
Automatic (continuous) monitoring is undertaken at 10 sites in Glasgow and further non-automatic (passive) monitoring at 105 sites during 2021. Site locations and results from monitoring are reported in the Air Quality Annual Progress Report (APR) published on our website.

Air quality monitoring is under continual review as part of the APR process and is subject to independent evaluation under this reporting mechanism, including final approval by the Scottish Government. The most recent evaluation report on Glasgow City Council's air quality monitoring program found it to meet all applicable standards and the supporting procedures to be thorough.

However, as part of the review process, additional monitoring needs have been identified at a number of locations since May 2021, including in response to complaints and enquiries. Monitoring has commenced at an additional seven locations in this time, mostly at, or in the vicinity of, schools. Whilst air quality at all schools in Glasgow meet the relevant air quality objectives, expansion of monitoring at schools near pollution sources such as busy roads is a priority.

An update to the Glasgow Air Quality Action Plan is in development and is currently in draft format. It will be subject to relevant Committee approval before consultation and adoption within 2023.This will include an action commitment to a comprehensive review of the current monitoring provision within the city. Whilst pollution levels are falling, as demonstrated by the recent commitment to revoke the Byres Rd / Dumbarton Rd Air Quality Management Area (AQMA), maintaining geographical coverage of the city's monitoring and the historical record of pollution levels at locations across the city will be a priority of the review. The City's monitoring will also be reviewed to be adaptive to any legislative changes in the LAQM process, particularly regarding changes in statutory objectives or relevant locations.

Glasgow remains committed to raising public awareness of issues relating to air pollution, including current levels, advice for individuals or groups particularly susceptible to the impacts of air pollution and information relating to reducing pollution emissions. All annual reports are available on our website and real-time monitoring is available from all Glasgow monitoring locations via the Scottish Air Quality website. This site also provides advice and air pollution forecasts.

A priority area for public awareness has been the introduction and forthcoming enforcement of the Glasgow Low Emission Zone (LEZ). Since 2018 a total of over £204,000 has been spent on paid advertising promoting awareness of the zone, with an additional £249,000 to be spent in financial year 2022/23. This has included advertising on TV, radio, social media and physical advertising. All the above complements our existing, non-paid, promotional activity and highlights the air quality rationale that underpins the LEZ introduction.