

# slan

SCOTTISH LOCAL AUTHORITY NEWS - SERVING SCOTLAND FOR 22 YEARS - Dec 2022



## Smiles All Round At ALARM Conference Success

Growth Year For Gaelic Ahead In '23  
Aberdeenshire's State Of The Art Park & Ride  
Broadband Boost For Perth & Kinross

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Over 40 Pages of Local Authority News

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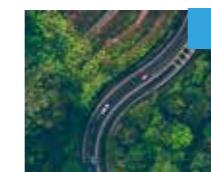
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Scottish Local Authority News

# LOCAL AUTHORITY PARTNERSHIPS MEAN GREATER IMPACT FOR GAELIC IN 2023

SAYS SHONA MACLENNAN, CENNARD (CEO) OF BORD NA GAIDHLIG



As we come to the end of 2022, it seems like a good place to reflect on all that the year held for Bòrd na Gàidhlig, the public body responsible for promoting Gaelic in Scotland. Like everyone else, emerging from the challenges of the Covid-19 pandemic was a challenge in itself but we were able to adapt to the many changes and continue our work with passion and professionalism.

Key amongst the significant milestones during the year were the findings of the 2021/22 Scottish Social Attitudes Survey (SSA), with the number of Scots able to speak some Gaelic having doubled over the last decade and support for Gaelic seen to increase greatly. The SSA found that more than half of those surveyed would like to see the number of Gaelic speakers in Scotland rise in the future, with 56% giving their backing. The SSA also highlighted a major shift of attitude towards education, with 55% of those surveyed believing that all children in Scotland between five and 15-years-old, should be taught Gaelic as a school subject for between one and two hours a week. This is a marked rise from just 38% support in 2012.

Gaelic Medium Education (GME) is one of the key priorities identified within the National Gaelic Language Plan (NGLP) and it is currently available in 16 Local Authorities in Scotland. As demand increases, there is professional support and advice available from Bòrd na Gàidhlig for all councils as they develop their GME provision. The Statutory Guidance on Gaelic Education contains information on the assessment process Local Authorities must follow when they receive applications from parents who wish to establish GME in their area.

The first successful application from parents resulted in the establishment of new GME provision in North Ayrshire in August 2020, where Bòrd na Gàidhlig provided Local Authority Officers and the School Leadership Team with the support & advice required to recruit staff and source funding to design and deliver GME within their local context. Subsequent



applications from parents have resulted in Renfrewshire offering GME for the first time in 2022; while East Renfrewshire will begin their GME provision in 2023.

Bòrd na Gàidhlig also run a Gaelic Immersion Course Grants scheme to provide funding to local authorities to provide teachers with an interest in Gaelic-medium teaching the opportunity to take full-year Gaelic courses, with support available to provide cover to those teachers.

The scheme is now open and can support early applications before the end of February and will be open until the beginning of May.

SpeakGaelic, the multi-platform Gaelic learning initiative went from strength to strength during the year, with xxx people developing their Gaelic skills through the tv programmes, the website and social media resources. The first World Gaelic Week in March recognised the impact Scottish Gaelic Duolingo has had with an amazing 1.5 million people learning Gaelic since its launch on St Andrew's Day 2019.

It has been a busy 12 months for our team who have worked on promotional campaigns for careers in teaching and early years, a census campaign to encourage those with Gaelic skills to 'tick the box', a host of conferences,

public meetings and information sessions throughout the country and beyond and, of course, the Public Consultation on the fourth National Gaelic Language Plan which we delivered between April and July. The draft National Gaelic Language Plan 2023-28 has been submitted to Scottish Ministers and we look forward to the partnership working which will deliver it across Scotland. We have also responded to a wide range of national and regional consultations, including Scottish Government's consultation on the proposed Scottish Languages Bill.

Bòrd na Gàidhlig also delivers some £3.5million of grant support annually, including the GLAIF (Gaelic Language Act Implementation Fund) to support public bodies to deliver the aims of their Gaelic Language Plans and more generally contribute to the National Gaelic Language Plan. The scheme will re-open in February for 2023/24 projects.

A wide-range of projects are supported each year across the country and more information on all projects funded in recent years is available via GrantNav, another development to increase openness and transparency.

The previous two years had been unprecedented for us all but amongst the many challenges, came opportunities. We have responded to these and

used them to drive our programme of continuous development. The ability of the organisation to continue to deliver for Gaelic whilst all staff worked from home created new routes to recruitment and retention of staff. Recruiting skilled staff in a specialist sector brings challenges as many organisations recognise. This is equally true for us despite the very rewarding and mission-drive nature of our work in developing and promoting the Gaelic language.

We had previously transitioned to cloud-based systems and an immensely successful result of that has been to open up recruitment to a far wider range of people as we are no longer restricted to our office bases in Inverness and Glasgow. In fact, currently 20% of our staff are now based in the Western Isles whereas none had been there previously. This distribution of public sector roles to island and rural areas is a key success of how we now work.

Our flexibility of approach will continue, offering opportunities to those who – perhaps due to family circumstances – would not be able to re-locate or would prefer not to. Not only is this hugely beneficial to us with regards to recruitment, it also allows us to have staff living and working within communities across the country and enhancing relationships between these communities and Bòrd na Gàidhlig.

We have embedded other practices which we believe support wellbeing in our team, and these have contributed to our achieving continuing improvement in staff satisfaction surveys. The most recent annual survey recorded a high of 91% for organisational mission and 87% for personal wellbeing. Currently a substantial number of our staff make use of our flexible working policies so that their working pattern suits their needs as well as ensuring that the organisation continues to deliver for Gaelic. As a result, staff wellbeing and morale has improved and this too has an impact on productivity. These developments underpin our partnerships with local authorities and communities and we look forward to creating greater impact for Gaelic in 2023.

Nollaig Chridheil agus Bliadhna Mhath Ùr nuair a thig i!



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## COUNCIL'S RISE TO FESTIVE WASTE CHALLENGE

BY VICTORIA IRVINE, COMMUNICATIONS LEAD AT ZERO WASTE SCOTLAND

While many of us look forward to the festive period, it can be one of the busiest and most challenging times for Scotland's local authorities.

Despite the ongoing cost-of-living crisis, the average household will spend £430 per person on gifts this year – a figure that rises substantially when food and other costs are included. [source: <https://tinyurl.com/b5pxmz9a>].

Of course, that's good news for businesses big and small – but one of the effects of this surge in spending is a huge increase in household waste which local authorities have to deal with.

### JUST HOW MUCH WASTE ARE WE TALKING ABOUT?

Well, when it comes to Christmas cards, we've previously sent around 95 million of them over the festive period; that's enough to fill more than 13,000 wheelie bins. [source: <https://tinyurl.com/eexxs5z>]

And when it comes to food waste, more than 50,000 tonnes of food and drink is typically thrown away during the last month of the year. [source: <https://tinyurl.com/eexxs5z>].

When you put it that way, it's obvious to

see why the festive period presents such a challenge to Scotland's councils.

### CAN ZERO WASTE SCOTLAND HELP?

In short, yes. As an organisation, we work hard to influence and improve people's behaviour when it comes to consumption and waste. And what we do works.

Between 2011 and 2015, Zero Waste Scotland helped reduce the country's food waste by seven per cent thanks to our behaviour change initiatives. [source: <https://tinyurl.com/2zybknmb>].

We also helped roll out the carrier bag charge, which resulted in the distribution of single-use bags falling by 80 per cent in the first year of the policy's implementation. [source: <https://tinyurl.com/2zybknmb>].

And we have resources such as the Recycling Sorter, a unique digital recycling tool which allows Scots to search what items can be recycled, and in which bin, in any Scottish local authority. An excellent tool to highlight ahead of Christmas.

Our ultimate aim is to create a circular economy, where resources are used to their full potential rather than ending up

as waste for councils to clear up.

As our Chief Executive Iain Gulland has said: "We urgently need to think outside the bin and move towards solutions that reduce demand and keep existing materials in circulation."

"Within a circular economy, we'd consume better and smarter. Businesses would design for reuse and repair. Cast-offs and by-products would be cleverly used to make other products, thereby reducing the burden on the planet."

"Recycling a product at the end of its life would be considered the last resort. Instead, we'd avoid consuming unnecessary new products as the first option. If that's not possible, it'd be the norm to use products that are reused time and time again." [source: <https://tinyurl.com/2py69ypa>].

While we're making progress towards a circular economy, there's still a lot of work to do before we can achieve our goal.

### SO, WHAT CAN BE DONE THIS FESTIVE SEASON?

We have already launched a campaign, 'Let's Do Christmas', which aims to show people they can enjoy the holidays while

also making it a more sustainable affair.

As part of the campaign we're trying to raise awareness of our advice on how to waste less.

#### Some tips include:

- Opting for digital Christmas cards rather than paper ones
- Using up food leftovers wherever possible rather than throwing them out
- Donating or selling unwanted presents rather than binning them
- Using our online Recycling Sorter tool to check which bin to put your rubbish in
- Buying second-hand rather than new

To reach as many people as we can, we have created a campaign advert which will be broadcast on STV all this month, have worked with influencers to create content for social media, and are liaising with the press to share our message.

As part of our campaign, we're providing a suite of festive digital assets direct to local authorities for their use, and we'll be promoting key tips for sustainability, waste reduction and recycling advice direct to local and national media throughout December and January. Please keep an eye on our channels!

And the good news is that we already know four out of five Scots believe they need to waste less over Christmas; sharing our tips will help them do just that. [source: <https://tinyurl.com/5n8ejyvy>].

But in order to have the greatest impact possible, we also need our local authority partners' help.

So where possible, we would urge councils to direct people to the [wasteless.scot](https://wasteless.scot) website where they can access all of our resources.

Not only can this help people cut waste this Christmas – and beyond – but it can also save them money, while reducing the burden on councils cleaning up the mess.

### LOOKING BEYOND CHRISTMAS, SCOTLAND IS GOING EVEN FURTHER TO HELP MINIMISE WASTE.

We will continue to roll out, and support local authorities with investment improved recycling infrastructure, through the Scottish Government's Recycling Improvement Fund.

August will see the rollout of Scotland's Deposit Return Scheme, run by Circularity Scotland, which will lead to a substantial reduction in littering.

And the Scottish Government will publish an updated litter and fly-tipping strategy, which should help address one of the major waste-related issues local authorities face.

Many important policy developments are on the horizon, in which we'll work with our local authority partners every step of the way.

We will continue to create and share resources for the public, partners and stakeholders aimed at reducing the amount of waste we create.

Wherever possible, we hope to work collaboratively with local authorities to find solutions to challenges posed by waste.

With these major developments on the agenda 2023 is shaping up to be a pivotal year in our progress towards a circular economy.





## LOOKING BEYOND THE HORIZON AT THE ALARM SCOTLAND CONFERENCE

**After a long absence, ALARM's annual Scotland Conference returned to the Stirling Court Hotel on 23 to 25 October 2022.**

This year's theme was Beyond the Horizon focusing on the skills and adaptability we need to come up with creative solutions for what lies ahead.

First up was Lesley Allan, from Kennedys, who provided an update on current and anticipated legal developments related to local authority risk. This included: the progress of and the wider reaction to the National Care Service (Scotland) Bill; engagement with ongoing public inquiries, with particular focus on the Scottish and UK COVID-19 inquiries and the Scottish Child Abuse inquiry; the work of Redress Scotland and the implications for the future of recent judgments in historic abuse cases; developments in road issues including increasing use of electronic

vehicles and the implications of the Building Safety Act 2022 for Scottish authorities.

**Ruth Kydd, Chair, ALARM Scotland Committee said:**

"Lesley's talk was like a whole day's training in one. She covered different sections of law, all of which are going to impact us, all of which we need to think about, all of which we need to be aware of."

Alec Steel, from NAO, talked about changes in the workplace post-COVID-19 and the implications for our organisations due to flexible working practices.

Ruth said: "There are some people who've never been back to the office because they are petrified, versus some people who are desperate to get back into an office because they are lonely. His talk was designed to inspire us to think about

others, in terms of other's needs. He was so enthusiastic and got us all chatting and thinking."

Bryan McCracken, from Gallagher Bassett, gave a really insightful talk on changes to the highway code and its implications for fleet managers and drivers. One of the key changes to the Highway Code is a new section relating to the hierarchy of road users which prioritises road users based on their vulnerability. Bryan stressed the need for increased awareness of these changes for fleet managers and for drivers.

Neil Cameron, Emergency Planning Officer for Aberdeenshire Council, shared his organisation's experience of dealing with Storm Arwen which devastated areas of Scotland, in November 2021. Up to 60,000 people were left without electricity for up to seven days, there was a loss of telephony, water supply and extensive physical damage.

Neil explained that following reviews and research with partners and stakeholders they have been developing a community resilience strategy for Aberdeenshire.

**Neil said:**

"There is a traditional view that somebody will do something, but the Council is not an emergency service. We are trying to move away from that and promote individual, household, family and community resilience. People need to be individually resilient for 24, 48, 72 hours because it might take everyone that length of time to be in a position to provide some sort of follow up service. So how can we help people acquire the skills to be more resilient and what 'stuff' do you need at individual, community and organisational level to become more resilient still. That's the kind of conversation we've got ongoing to try to develop a strategy that pulls all the strands together."

Sam O'Connor, from Scottish and Southern Electricity Networks, led a post-Storm Arwen debrief. She also stressed the importance of the Priority Services Register offered by all electricity suppliers and networks. It's a free support service to help people in vulnerable situations, however it is a self-registering rather than a 'true record' of vulnerability. In the aftermath of Storm Arwen this lack of confidence in the system lead to a call for door knocking, to check on vulnerable people.

**Sam explained:**

"This register helps to inform our decisions year-round, it's not just in an emergency scenario. If there is someone who relies on electricity to get out of bed and we're doing planned maintenance, for example, in an area, we'll switch them off if we don't know about them. If we know, then can get a generator to them in advance. If they inform us once the power is off, then it's almost too late to do anything."

The environmental theme finished the day with Mina Voskaki, Specialist Risk Engineer from Zurich Municipal, revealing the latest thinking in adapting to climate change.



**Ruth said:**

"Mina gave a really scientific explanation to us all, it couldn't have been clearer: we have got massive issues and to not act is going to make it a million times worse. There weren't really any questions after as we were all sat there so shocked and that's how you should be feeling. Firstly this isn't right and secondly we need to take action."

It was a thought-provoking final session for the day and then delegates had the evening to relax, network and try their quiz skills over dinner and entertainment provided by ALARM Platinum sponsors Kennedys.

Day two of the Conference saw delegates a little bleary-eyed after the previous evening's hard-fought quiz. But Phil Farrar, from Risk Management Partners, pepped up delegates at the first talk of the day when he handed sweets out around the room.

Phil discussed the impact of inflation on policy cover and how challenges in the supply chain are affecting claims inflation. For example, it takes four months to get a Tesla windscreen. The Chartered Institute of Loss Adjusters are reporting that 40-45% of property claims have an element of under insurance and the degree of under insurance averages at 35-40%. It was an

interactive talk, with Zurich contributing too, creating great cross-insurer working.

**Ruth said:**

"The reality around claims is frightening. The hard-hitting facts weren't designed to scare us but to make us think and realise we must all improve our processes."

Then Ruth took the stage along with Andy Desmond from Marsh, to speak about owner controlled insurance programmes. They gave an overview of the options for insuring projects and of having an OCIP programme in place for large infrastructure projects. Andy talking in general terms and Ruth followed up with the practicalities of the programme and how it is done in Edinburgh.

**Ruth:**

"We wanted to make sure people are thinking about OCIPs as we don't really do them in Scotland. The message was that OCIPs aren't scary, just use them."

Delegates split up into risk and insurance break out sessions. In the risk group the ALARM Scotland Committee led the session, with Karen Locke, from Renfrewshire Council, Catherine Christie, from Shetland Islands Council, Graeme Mackenzie, from Dundee City Council and Douglas Mathers, from South Lanarkshire Council.

ALARM's sponsor experts joined forces for the insurance break out session. We were joined by John Shaftoe, from Maven Public Sector, Phil Farrar, from Risk Management Partners, Anne Norrie, from Zurich Municipal, and Lesley Allan from Kennedys.



**Ruth:**

"It's the most aligned I've ever seen all four Platinum Sponsors. They were really feeding off each other."

There was a lively discussion about procurement and how, although it is a bugbear for insurance companies, it's something we have no influence over.

**Ruth:**

"The panel all agreed on one thing. We are going to have to be more engaging when it comes to tender and stop using tenders from the past 20 years. It's not from laziness, more that it worked last time, but that needs to change."



After lunch Derek Jamieson, Director of the Chartered Institute of Internal Auditors examined the evolution from the widely known and deployed Three Lines of Defence, to the recently launched Three Lines Model. He explored the relevance and highlighted good and bad examples of its practice. He concluded that the Three Lines Model is still relevant but it is no longer just about defence.

Matt warned that tender prices in Q4 of 2021 rose by 4.9% compared with a year earlier, and he had seen a 30% increase in property valuations after just three years.

**Matt concluded, saying:**

"These are unprecedented times and certainly in my 25 years as a Chartered Surveyor I have not seen building costs be so volatile. I suspect we could be in for a tricky ride over the next couple of years."

Nick Boyton from Aon, closed the Conference with a presentation on the Great Convergence, created by the five key trends that are rewriting the way organisations think about talent. When Nick spoke, about the attrition of staff, delegates pointed out that they are having problems with people even applying for jobs.

**Ruth said:**

"Everyone in the room had that problem. Not just councils, but the NHS, all of the Scottish public sector. Now the private sector is offering home working contracts and that's a game changer."

**Derek:**

"It's about achieving objectives and that requires both creation and protection of value."

Meanwhile Alex Sawyers, from Gallagher, and Matt Lonsdale, from Brawdia, explored the impact of construction cost increases and why this has taken place. They focused on how recent rises could cause building and portfolios to be under insured and stressed why it's so important for us all to have an up-to-date building valuation to manage this potential risk.

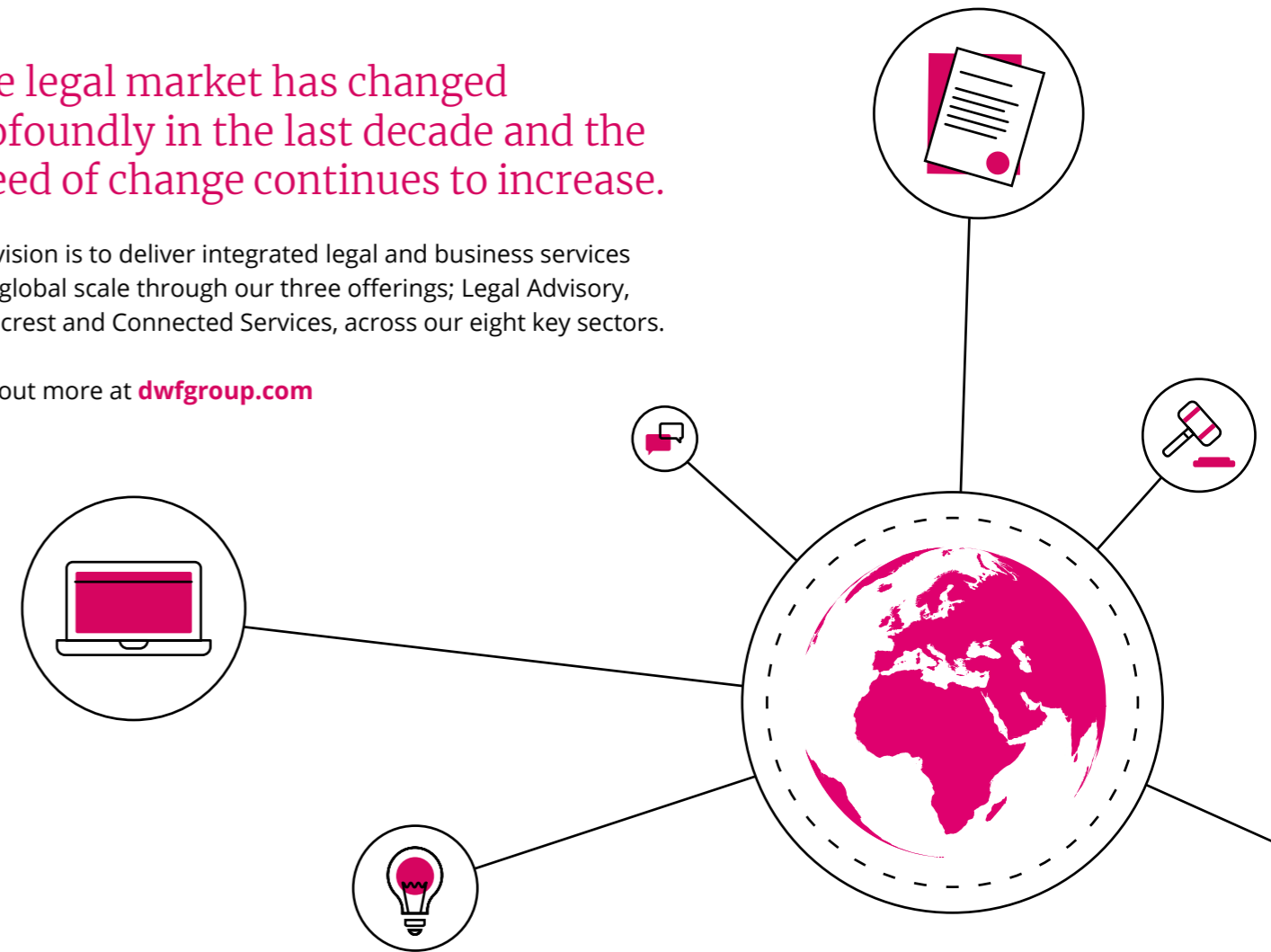
**The talk provoked a lot of discussion and emotion about what actions to take in such challenging times. You can find out more about the Great Convergence and other at [alarmrisk.com](http://alarmrisk.com).**

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# HOW TO PROTECT AGAINST ENVIRONMENTAL POLLUTION AND CONTAMINATION RISKS



**MATHEW HUSSEY MSC DIC ENVIRONMENTAL DIRECTOR CONSTRUCTION**

**GRAEME MERRY BSC MSC DIC CCHEM ENVIRONMENTAL DIRECTOR GALLAGHER'S**

Local Authorities have to manage a wide range of services such as waste and recycling through to developing land for housing, creating space for employment and increasingly developing renewable energy projects. Often these projects will be a joint venture and are likely to have external funding as part of the mix.

As with all large scale or complex projects identifying and managing potential liabilities and risks can be a hard task. Who is liable, who is best able to manage the risk, respond and pay for potential claims can be a matter of much debate and contractual wrangling.

Another recent development is the growing move towards Environmental, Social and Corporate Governance (ESG). Evaluation and reporting of ESG criteria is becoming increasingly important for all organisations and, as part of the ESG agenda, organisations need to show how they will consider, manage, mitigate and protect themselves against a wide range of environmental risks.

An important component of ESG is that an organisation should have a strategy to ensure the sustainability of its business and have demonstrable measures in place to be resilient.

**This article summarises why Local Authorities should use project-specific and site-specific insurances to protect themselves against environmental risks associated with contaminated land, potential for pollution from operational activities and development projects and contractor default.**

## PROFESSIONAL INDEMNITY (PI) INSURANCE – ISSUES FOR CONSIDERATION

The traditional route of using contracts to transfer liability is understood, but there is a key limitation in this approach – insolvency. Simply put, if the company to which the liability is transferred is no longer there any financial settlement is unlikely and importantly nor is their PI insurance.

For land and other project developments, clients often seek the consultant's and contractor's PI insurance as a safeguard against potential long term residual pollution problems, often under the misapprehension that such PI insurance offers the client a direct benefit. Points for consideration are provided below:

- PI insurance is negligence-based cover, incepted primarily for the protection of the consultant/contractor against claims that they have been negligent in their work or professional duties. The burden of proof for negligence is extremely onerous.
- If a contract is in breach of the terms of the PI policy then the cover can be invalidated and the contractor or consultant will be left to defend and settle the claim themselves. Most consultants/contractors will have a very low credit rating when compared to insurers.
- Warranty agreements usually require PI insurance to be in place for a period of 12 years, provided it remains "available at economic cost". PI insurance is usually placed as annual cover rather than a one-off cover for the period of the contract, the policy is 'claims-made'. This means that any claims have to be made during the policy period. If the insurance is lapsed, cancelled or non-renewed at any time, then there is no cover.



The majority of environmental PI policies are placed on an 'aggregate limits' basis and are not ring-fenced to a particular project, so if the consultant/contractor has entered into a number of agreements and suffers one or more claims during a policy period, there is a possibility that the aggregate limit of indemnity has been exhausted.

## HOW CAN YOU SECURE A PROJECT?

Selecting technically capable and experienced advisors and contractors is of course a key element of risk management for clients, this should include using a qualified insurance professional to undertake due diligence of the insurance offered by consultants and contractors before they are appointed.

The consultant's and contractors' PI insurance and other insurances, along with the contractual arrangements, should hopefully afford some protection for the client, but PI insurance and warranties are primarily based on fault and negligence occurring, which can be difficult and costly to prove. Often consultants have to rely on incomplete Regulatory guidelines. What is 'definite' may yet to be resolved to any degree of confidence in both scientific and legal fields with the shifting sands of liability through scientific discovery and case law adding to uncertainty.

Ultimately, trying to protect your organisation against the wide range of risks just through reliance on someone else's insurance and contractual provisions alone is not the only option available.



## EXPLORE PROJECT SPECIFIC INSURANCE

### PROJECT SPECIFIC POLLUTION INSURANCE

A number of Councils and a wide range of clients have used Contaminated land insurance to protect against the potential risk of claims from historic contamination rather than putting it onto another party (tenant, JV, funder) or retaining the risk. Policies have also been extended to cover the risks new pollution being caused and historic contamination being released during site (re)development works.

Increasingly a wide range of policies have been put in place for both operational and project specific developments ranging from waste services/operations through to renewable energy projects.

Policies can cover third-party and regulatory claims and include consequential loss, property damage, bodily injury and on and off site remediation costs.





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## Benefits can include:

- A site specific 'ring-fenced' policy with long term duration of cover
- Project specific cover (contractors pollution liability cover) for the development phase based on a long term occurrence based policy wording
- Cover for change in law and applicable regulations
- Cover for Legal and technical defence costs
- Cover to include landowners or tenants business interruption costs
- Flexibility to add additional insureds to include other stakeholders, funders, tenants and others.
- The policy can be assigned with the ability to stay protected as an additional insured
- Secure credit rating with a Regulated Insurance company
- Accountability in the risk transfer
- Crisis management and emergency response costs.

The coverage and cost is highly dependent on a range of factors, such as the quality and extent of technical information, structure of contracts, etc.

EIL can protect business operations from interruption caused by pollution/contamination and cover property investment income such as loss of rent, to protect landlords and lenders/investors. This can be combined with contingency plans showing a robust and demonstrable management and mitigation of risks.

Policies can cover any past or present Directors/Employees and Officers of insured parties, multiple insureds and their benefits can also be assigned to a new purchaser and investors. Cover can be obtained for ongoing commercial/industrial activities, thus protecting a company's business operations and employment.

## CONCLUSION

Reliance for your own protection against environmental risk issues solely through contractual arrangements and/or insurance provided by others will always bring with it inherent limitations and consequently residual risks.

The insurance industry is highly regulated for the transfer of liability and places extensive requirements on insurers to maintain adequate financial reserves to cover claims.

Environmental insurance can help to facilitate transactions and loans/investments, by transferring known and unknown environmental liability risks in an open and transparent way for a known cost to an environmental insurer, thus demonstrably providing effective management of environmental risks and adding value.

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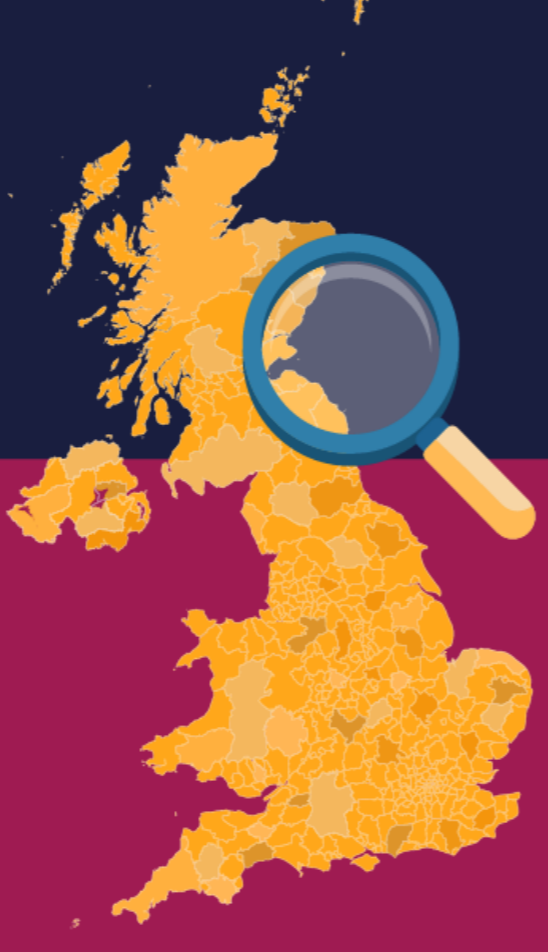
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# NEW UK SUBSIDY CONTROL SYSTEM

Locally-tailored subsidies to meet local business needs



## BIG BOOST FOR UK ECONOMY AS SUBSIDY CONTROL SYSTEM COMES INTO FORCE FROM JANUARY

- New UK subsidy regime comes fully into force on 4 January 2023
- Regime will enable public authorities to deliver subsidies that are tailored to local needs and to drive economic growth
- New flexible approach to subsidies available due to the unique opportunity presented by Brexit

The new system to regulate subsidies to business will come into force from 4 January, Business Minister Dean Russell announced recently, providing a big boost for businesses and further impetus behind the Government's plans to supercharge economic growth.



Under the new rules, the devolved administrations and local authorities will be able to deliver subsidies that are tailored to local needs, with the new regime providing the flexibility needed to ensure that support quickly gets to where it is most needed.

Public authorities will be able to support viable businesses across their region quickly and simply, delivering good value for the British taxpayer while ensuring Britain's businesses can help deliver economic growth.

The introduction of the new rules from January marks a major move away from the prescriptive EU aid regime that could stymie elected governments in Belfast, Cardiff and Edinburgh from delivering funds to businesses that needed it.

**Business Minister Dean Russell said:**

"Our subsidy control regime is built to meet the needs of modern Britain, freeing UK authorities from the restrictive shackles of European bureaucracy and long-winded approval processes.

"Our new rules are robust yet flexible, empowering public authorities to deliver money quickly, fairly and simply, to businesses that need it the most."

Under the EU system, all subsidies except

those under a 'Block Exemption Regulation' had to undergo a lengthy bureaucratic process of being notified to and approved by the European Commission in advance, delaying vital funds from reaching viable businesses in good time.

The implementation of this regime comes after a full, extensive consultation on the proposed approach, with views gathered from stakeholders across the UK.

The new rules will help bolster the Government's plans to drive a vibrant free market economy, by banning unlimited government guarantees to businesses as well as subsidies granted to 'ailing or insolvent' enterprises where there is no credible restructuring plan.

The UK's new regime will also contribute to meeting the UK's international commitments on subsidy control, including its international commitments at the World Trade Organization (WTO) and in Free Trade Agreements.

BEIS is holding a series of events for public authorities to explain the main features and principles of the new regime. In-person events are being held in Belfast, Cardiff, Glasgow and Manchester and multiple online events are taking place.

## NEW FACILITY FOR GUALA CLOSURES



**A state-of-the-art £36m superfactory will secure the Scottish future of a company crucial to the whisky industry.**

The huge investment includes a £3.3million grant from Scottish Enterprise and will see Guala Closures Ltd continue their operations here after planning was approved for a new ultra-modern facility in Gartcosh, Lanarkshire.

The announcement safeguards the jobs of over 400 employees currently at the company's existing sites in Bridge of Allan, Stirlingshire, and two sites at Kirkintilloch in East Dunbartonshire, who will now be merged at the new centrally-located factory.

Guala Closures, headquarters in Italy, is the only manufacturer of closures to the whisky industry in Scotland and produces bottle pouring mechanisms for customers including Diageo, Chivas, Edrington and Wm Grants.

The company's General Manager for Scotland Ken Moran said: "This investment confirms the Guala Closures Group's commitment to developing one of its largest markets and underlines our determination to support customers, employees, suppliers and the Scottish economy.

"The new plant will benefit from investment in innovative technology, enhancing productivity, process capability, closure functionality, and importantly,

here in Scotland, this investment in particular will safeguard 400 jobs in the industry as well as have a positive impact on the Scotch Whisky supply chain in Scotland.

"Latest exports of whisky, which now exceed pre-pandemic levels, underline the importance of the whisky sector's contribution to the economy, providing over £5.5 billion in gross value added to the economy and employing 11,000 people in Scotland."

Jane Martin, Managing Director of Innovation & Investment at Scottish Enterprise, said: "The whisky industry continues to be of real importance to Scotland's economy and worldwide heritage. Guala's confidence in investing here shows that it is a crucial sector and one that we in Scottish Enterprise are proud to continue to support.

to contribute to the delivery of the Group's sustainability strategy and core objectives."

The Guala Closures Group operates in five continents through 30 production plants generating a sales revenue of €600million.

Scottish Enterprise has approved the sale of land at Gartcosh Business Interchange to Guala for the development. The 220,000 sq. ft factory will be built on a 15-acre site.

It will be one of the largest in the Guala Closures Group and will allow the company to increase capacity, boost productivity, provide room for future growth and investment and create their own research and development lab space.

Construction is due to start next month and is expected to be completed by the end of December 2023, with operations due to begin from January 2024.

**Business Minister Ivan McKee said:**

"This long-term commitment to Scotland by a valued inward investor is excellent news. I had the opportunity to meet Guala in Italy in February 2019 when discussions on their future strategy for Scotland began.

"Guala are critical to the whisky industry

"This inward investment has been possible as a result of the work and investment by Scottish Enterprise and partners to develop Gartcosh Interchange into an international class business and industry destination."

Councillor Jim Logue, Leader of North Lanarkshire Council said: "Despite the current financial climate and volatile market, inward investment has continued to strengthen in North Lanarkshire. This positive news following a meeting of the council's planning committee reinforces the demand for quality land with excellent transport connections that we can offer right here in Gartcosh.

"Guala Closures Group is a multi-million pound international business that understands the enormous benefits of relocating its Scottish arm to Gartcosh Business Interchange. The 220,000 sq ft manufacturing plant on the 14 acre site will be a huge boost to the area, bringing a skilled workforce and state-of-the-art technology and innovation that underlines its commitment to the industry and the region.

"This is a welcome addition to the area and cements North Lanarkshire as the place for business."

# CHALLENGES OVERCOME AT LOCHMADDY PIER

Some considerable technical complexities, associated with the concrete caisson extension works, are impacting on the delivery of the infrastructure improvements at Lochmaddy Pier and creating some interesting new challenges for highly experienced contractors George Leslie Ltd.

The improvements at the port, being undertaken by George Leslie Ltd on behalf of Comhairle nan Eilean Siar and Transport Scotland, include an extension to the length of the pier. This is being achieved by the installation of a 33m long reinforced concrete caisson which was constructed in the Belfast dry-dock and towed to its temporary location within Lochmaddy Harbour back at the beginning of September. The Contractor has since been installing the permanent fenders and other equipment to the caisson and preparing the seabed at the end of the existing pier to enable the caisson to be moved to its final location.

The installation process faces a number of technical and operational constraints, such as tidal conditions, inclement weather, reducing daylight hours and increased ferry movements within the port due to the closure of the Lochboisdale linkspan in October, all whilst minimising the risk of disruption to the lifeline ferry service. Given these challenges, and subject to there being a suitable "weather window", it is now envisaged that the caisson will be towed into its permanent position in January.

George Leslie Ltd started works at Lochmaddy Harbour back in April, taking over a project which represented long-standing and popular aspirations, for the ferry terminal to be extended and upgraded with new infrastructure. This formed a key part of the Skye Triangle upgrade, where Comhairle nan Eilean Siar have been working closely with Transport Scotland, Caledonian Maritime Assets Ltd (CMAL), CalMac Ferries Ltd and The Highland Council, to deliver the Lochmaddy works alongside the ongoing upgrade works at Tarbert and Uig.

The infrastructure improvements at Lochmaddy had been presented to the local community through a number of public consultation and community engagement events and included an expanded marshalling area, pier extension and strengthening, new fendering and dredging.

A Comhairle Spokesperson, said: "We



are pleased that construction works are ongoing at Lochmaddy Pier. It was extremely unfortunate that the original contract with L&M Keating Ltd had to be terminated and the delay this caused to the delivery process, but we look forward to now working with George Leslie Ltd in what is an important element of the Skye Triangle Infrastructure Improvement Programme. We continue to work with Transport Scotland, CMAL, CalMac Ferries Ltd and The Highland Council in delivering what is undoubtedly a significant investment in ferry services for the communities in Harris and the Uists. We do not envisage there being any disruption to the ferry service as a result of the works at Lochmaddy and any disruption at the pier itself will be kept to an absolute minimum".

**David Ross, Managing Director of George**



**Leslie said,**

"GL are delighted once again, to be working with Comhairle nan Eilean Siar to deliver the strategic improvements on this lifeline infrastructure project. These critical works will be undertaken whilst maintaining the ferry service, ensuring that any adverse impact to the communities upon the islands during construction is minimised. The project will provide a boost to the local economy through employment opportunities, plant and material supply, additional services and educational support. We will be liaising with the council, local schools and interested parties to develop a community benefits plan in order to maximise the positive impacts that this investment provides."

Construction works are expected to be complete in spring 2023.



## Lochmaddy Harbour

In February 2022, Comhairle nan Eilean Siar awarded the £15.3m contract to civil engineering contractor George Leslie to conduct upgrade works at Lochmaddy Pier in North Uist.

The project forms a key part of the programme of infrastructure improvements on the Skye Triangle ferry routes with improvement works recently completed at Tarbert, Isle of Harris, and ongoing at Uig, Isle of Skye.

George Leslie is responsible for completing all works in the harbour upgrade project, including the extension, and strengthening of the pier, upgraded fendering, seabed dredging land reclamation and extended marshalling and parking areas.

Work began in March 2022. This involved the installation of a 33m-long reinforced concrete caisson which was built in a dry dock in Belfast and towed to its temporary location in Lochmaddy harbour at the beginning of September.

The 3200-tonne caisson has since been installed with the permanent fenders and other equipment to the caisson and



currently George Leslie is preparing the seabed at the end of the existing pier to enable the caisson to be moved to its final location in January 2023.

"A Comhairle Spokesperson said: "We are pleased that construction works can begin again at Lochmaddy Pier and we look forward to now working with George Leslie in what is an important element of the Skye Triangle Infrastructure Improvement Programme."

We continue to work with Transport Scotland, CMAL, CalMac Ferries Ltd and The Highland Council in delivering what is undoubtedly a significant investment in ferry services for the communities in Harris and the Uists"

David Ross, Managing Director of George Leslie said: "We are delighted once again, to be working with Comhairle nan Eilean Siar to deliver the strategic improvements on this lifeline infrastructure project."

"The project will provide a boost to the local economy through employment opportunities, plant and material supply, additional services, and educational support.

"We continue to liaise with the council, local schools and interested parties to develop community benefits to maximise the positive impacts that this investment provides."



## Local Primary school name the caisson

Sarah Jane Macsween, Headteacher of Sgoil Uibhist a Tuath came to learn of the project when talking with George Leslie's Site Engineer, Uist resident Iain MacDonald.

Sarah Jane said "When I first heard about the project, I was intrigued by the engineering involved. I wanted our children to be aware of this construction and its importance for our local community. Through their involvement our children have learned about the scale of the engineering and the journey involved in transporting the caisson from Belfast to Lochmaddy.

"After teachers and children learned about the pier extension, every class held a competition to name the caisson."

The winning name was - "Block Maddy" / "Bloca Loch nam Madadh"

Miss MacSween said, "I am so pleased that two pupils independently came up with the same winning name, one with the Gaelic name and one in English."

## GIGABIT BROADBAND INVESTMENT PLANS FOR PERTH & KINROSS

Perth & Kinross Council is seeking to boost its full fibre broadband network, with expressions of interest being invited from the market to extend the benefits of gigabit capable connectivity to nearly 10,000 residential and business premises across the city.

Partnering with Neos Networks last year the Council – as part of the UK Government Department of Culture, Media & Sport (DCMS)-funded Local Full Fibre Network project - connected 34 buildings across Perth including three Council data centres. The £2m project was also part-funded by the Tay Cities Deal.

The full fibre network, built in Perth city centre and extending out to the west of Perth, uses some of the Councils own 10km of duct laid to connect traffic lights and CCTV, together with Neos Networks

duct. This network of duct and fibre, extending to over 20km, gives other network operators the opportunity to gain access to connect local businesses and residential homes to gigabit-capable broadband in a cost-effective manner.

The Council and Neos Networks have reciprocal Indefeasible Rights of Use (IRU) agreements over the use of the duct and fibre for the next 20 years.

**Councillor Andrew Parrott, Convener of the Council's Environment, Infrastructure and Economic Development Committee said:**

"We are committed to making Perth a thriving and dynamic city and having world-class digital connectivity is a key part of this. We are very happy to be working with Neos Networks to open up our respective duct and fibre network

infrastructure to the market to enable this to happen."

**Peter Hatherley, Business Services Director with Neos Networks said:**

"We are very pleased to be working with Perth & Kinross Council to extend the network we built last year in Perth to provide a gigabit-capable digital future for the community. With our network and POPs in the area, we are very excited to see the benefits that our deployed full fibre connectivity can bring to the region."



The Investment Prospectus for the network extension is available from <https://neosnetworks.com/> and the Invest in Perth website at <https://www.investinperth.co.uk/category/news/news-features/>.

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## INVERCLYDE SUBSIDY SUPPORT HELPS EMPLOY 70 YOUNG PEOPLE



### A COUNCIL initiative that pays Inverclyde employers to hire apprentices has helped 70 people into work.

Inverclyde Council's apprenticeship wage subsidy programme is bearing fruit with almost 50 businesses supported to create dozens of roles.

The scheme has been so successful that it has now been extended until the end of

the year.

It is available to companies who hire an Inverclyde resident into a formal apprenticeship.

Under the scheme, the council pays half of

the wage up to a maximum of £10,000 and, if required, can also arrange recruitment and HR support, including finding suitable candidates, preparation of job descriptions and help with the interview process.

Almost 45 employers have already benefitted from a wage subsidy with 70 local people being employed across a wide range of sectors, including hospitality, manufacturing, vehicle maintenance, information technology, dentistry, hairdressing and construction.

The council also provides apprenticeships and graduate work experience placements within the organisation and was recently supported by Riverside Inverclyde (RI).

Among those to have benefited is Molly Doherty, from Greenock, who is working at Inverclyde Council as an assistant procurement officer as part of the graduate work experience programme.

#### Councillor Michael McCormick, Inverclyde Council's environment and regeneration convener, said:

"It is encouraging to see so many employers in the position of being able to increase their workforce by offering apprenticeships.

"With over 100 types of apprenticeship qualifications available, there's plenty of opportunity to match a job role to an appropriate apprenticeship route.

"Many of those employed to date had been supported through the Inverclyde employability pipeline, which ensured they were motivated, job ready and eager to start and sustain their employment.

"We are hoping that businesses will continue to look to expand and recruit their workforce through the use of apprenticeships."

Having graduated in 2020 just as the pandemic hit, council worker Molly was worried that opportunities to advance her career would be limited but she was delighted when she secured a place on

the 18-month graduate programme.

#### Molly said:

"It was really exciting to see the opportunity being available at Inverclyde Council because it is exactly what I was looking for.

"I expected to be looking a lot further afield for appropriate graduate schemes, so being able to apply for one locally was ideal.

"The training I have received so far has been really good, I am really happy with the pace of my learning and being part of a friendly and welcoming team.

"There is a lot to learn, however I believe it will provide me with a real opportunity to progress."

The financial contribution from RI has allowed the council to increase the number of young people able to come through its employment programmes and supported people into a variety of roles, including an electrician, early years support assistant, highways maintenance officer and school technician.

#### Gavin McDonagh, chairman of RI, said:

"The Riverside Inverclyde Board were delighted to be able to help fund the council's excellent employment programmes, providing local residents with good quality training and extended work experience.

"It is RI's hope that their £400k in support of young people looking to gain experience and qualifications will positively impact their lives."

The local authority's apprenticeship wage subsidy has now been extended until the end of 2022 with applications being accepted through the council website.

Among the organisations to have benefited so far this year is River Clyde Homes and its repair and maintenance division Homefix Scotland with 10 apprentices taken over the summer.

#### Derek Ferguson, managing director of Home Fix Scotland, said:

"As a company with local headquarters, we are pleased to be able to offer apprenticeships this year to seven local residents across several trades including electrician, plasterers, joiners and a plumber.

"These four-year apprenticeships will be the start of an exciting, challenging and rewarding time for not only the apprentices, but also the staff who will be involved with their on-the-job learning.

"We are also in the process of recruiting for an 18-month business and administration assistant modern apprenticeship role.

"With the financial support from the council, we were able to increase the number of roles we had available. In the years to come, we hope these apprentices will be the mentors for those who come after them, providing a legacy in the longer term."

The wage subsidy programme also supports employers in the private and third sectors with Morton in the Community taking advantage and creating a marketing assistant apprenticeship, which is now filled by Lewis McEwan.

#### Brian McLaughlin, chief executive of Morton in the Community, said:

"We are excited to officially start our marketing assistant and showcase the amazing work our staff and volunteers produce on a daily basis.

"Lewis will be an exciting addition to the team and help us achieve our goals.

"We are grateful to the support we have received from Inverclyde Council which allows us to provide opportunities for local people to achieve their chosen career aspirations."

#### New recruit Lewis said:

"I am delighted Morton in the Community have secured funding from the council to part-fund my apprenticeship.

"It has given me the opportunity to be given the role of the marketing assistant which is a job I am really interested in.

"This has not just given me a great job but has now gave me the chance to work towards achieving my first qualification in marketing."

By using all of the resources available, including Scottish Government's No-One Left Behind/Young Person's Guarantee funding, and from partner organisations such as Riverside Inverclyde, the council has increased the volume of the programmes this year and is also about to welcome its own new recruits with 40 apprentices due to start work soon.

**For more information about Inverclyde Council's apprenticeship wage subsidy programme, visit [www.inverclyde.gov.uk/wage-subsidy](http://www.inverclyde.gov.uk/wage-subsidy).**



## EDINBURGH EYES SMART CITY STATUS WITH NEW CUTTING-EDGE CONTROL CENTRE



The City of Edinburgh Council Leader Cammy Day has officially opened a revolutionary new City Operations Centre.

Harnessing high-tech to help keep the city safe and moving, the new centre will position Edinburgh as a leader in the UK for smart security and surveillance tools.

It has been delivered in partnership with IT service and solutions provider North as part of a £2.6m contract, funded by the Council and the European Regional Development Fund (ERDF) 2014-2020 programme known as 'Scotland's 8th City - the Smart City', which is contributing £712k in grant funding towards the project.

Replacing an outdated control centre which was no longer fit-for-purpose, the new smart Operations Centre will be manned and receive real-time data from the CCTV network 24/7. This will integrate other technologies which will help to improve traffic flow, transport infrastructure and city planning - subsequently improving the city's collective carbon footprint.

Given the accessibility to real-time data, advanced analytics will drastically help the Council and partners respond to emergencies and manage large-scale events like Edinburgh's Hogmanay and August Festivals.

**Council Leader Cammy Day said:**

This new operations centre has been years in the making and it's fantastic to see

it live in action. With cutting-edge low-carbon technology designed to keep the city moving and our communities safe, it drastically steps up our capabilities as a Council.

We've completely overhauled the technology we use within the control centre and across the city - replacing outdated analogue cameras with intelligent internet-enabled devices. This means we can analyse events and traffic in real time. Particularly as our city grows, our investment will support the safety of the public and wider community, deterring and preventing anti-social behaviour and crime like we sadly experienced recently on Bonfire Night and Remembrance Sunday.

Edinburgh is fast becoming an example of a truly smart city and its thanks to trailblazing projects like this. We're also rolling out waste and housing sensors, innovative digital learning opportunities in schools, while exploring an urban traffic management control system which is a tool for monitoring traffic flow. The whole operation is much more sustainable and data driven which, crucially, is going to lead to more efficient Council services for the people of Edinburgh.

**Scott McEwan, acting CEO at North, said:**

Helping to drive positive change through smart technology and improved operational systems across Edinburgh is something that North is incredibly proud of. Working together, the city now has access to real-time data that will influence the future of city planning, improve large-scale events and create a greener environment for generations to come.

The City of Edinburgh Council is making transformational steps to becoming a Smart City and its forward-thinking approach to the adoption of IoT solutions will help to accelerate their ambition to reaching such status. We are really excited for the local authority to see the seismic impact introducing smart technologies has on the quality of the environment, and importantly, on the health and wellbeing of people who live in and visit Edinburgh.

The data is captured by a new CCTV system rolled out across the city which is significantly expanding security coverage. This has included upgrading the city's digital Video Surveillance System (VSS), enhancing video analytic function and data protection capabilities, and replacing analogue cameras with high-resolution Internet Protocol (IP) devices.

As part of the delivery, North also contributed to a number of community benefits to help deliver social value within local neighbourhoods. This included recruiting an Edinburgh-based modern apprentice and an apprentice to assist the roll-out of the CCTV network and the provision of curriculum support activities to local schools and community volunteers.

Edinburgh is one of the seven Scottish cities collaboratively working towards becoming a world leading Smart City. Supported by the Scottish Cities Alliance, a partnership of Scotland's seven city local authorities and the Scottish Government, £45 million, including £18 million of ERDF support plus cities match funding of £27 million, is being invested in the 'Scotland's 8th City - the Smart City' Programme.

## THE REGENERATION OF MILL STREET IN PERTH HAS WON A PRESTIGIOUS NATIONAL AWARD.

The regeneration of Mill Street in Perth has won a prestigious national award.

It won the Great Street award in the 2022 Urbanism Awards on Thursday.

Organised by the Academy of Urbanism, the awards recognise "the best, most enduring or most improved urban environments".

Convener of Perth & Kinross Council's Environment, Infrastructure and Economic Development Committee Councillor Andrew Parrott attended Thursday's awards ceremony.

He said: "The creation of a cultural quarter in Mill Street has been so successful it can be hard to remember what the street was like before.

"Its transformation has created a public space that is not only more attractive, but also more inclusive and welcoming for our residents and visitors.

"I was delighted to accept this award on behalf the Council and offer my own congratulations to the Place Development Team for their work on this project."

The awards were presented by poet and broadcaster Ian McMillan, who wrote poems for each nominated finalist.

His poem on Mill Street described it as "a shining jewel/recharging this place for all that it is worth".

Other locations nominated for the Great Street Award were Barnes High Street in London and Solar Avenue in Leeds.

Mill Street was originally a back lane inside, and adjacent to, medieval Perth's city walls.

Before its redevelopment it had become a "back door" for shops and other premises on the High Street, used primarily for deliveries and bins.

In 2014, the Council agreed to an ambitious plan to create a new "cultural quarter" in the city centre, connecting the remodelled



Perth Theatre, Perth Concert Hall and the Museum and Art Gallery that was safe for pedestrians and would revitalise the city centre.

Horsecross Plaza, outside the Concert Hall, also provides a venue for outdoor events and spectacular "in bloom" displays each summer.

The vennels connections Mill Street to the High Street, - Skinnergate, Guard and Cutlog, were also improved. Cutlog Vennel, which runs alongside Perth Theatre has recently become home to an illuminated installation by renowned Scottish artist Nathan Colley.

**Ian McMillan's poem Mill Street:**

Imagine a golden Perth time machine  
 Bringing someone from their Now to our Now  
 Setting them down here and showing them how  
 To enhance a streetscape, make a street scene  
 And Time is really what Mill Street's about;  
 Time to make time, time to take time to walk  
 The Cultural Corridor, time to talk  
 And listen, as the fresh Perth sun comes out  
 To illuminate spaces on Mill Street  
 Linking the past to the present and then  
 Unfolding the future. Listen again:  
 Sounds in the dancing air make life complete  
 On the shining jewel that's Mill Street Perth  
 Recharging this place for all that it's worth.

## INNOVATIVE REGULATORS GIVEN £12M TO ACCELERATE INTRODUCTION OF DELIVERY DRONES AND PERSONALISED MEDICINES



£12 million awarded to UK regulators to help drive forward innovation and support businesses bring their products and services to markets quickly.

- 24 winning bidders for the £12 million Regulators' Pioneer Fund announced today to help remove regulatory red tape across key UK sectors and drive growth
- Projects range from testing drone flights in Scotland that could deliver essential cargo to new tech that could reduce the backlog of court cases compounded by COVID-19
- Science Minister George Freeman said: "We are putting innovation at the heart of everything we do, including regulation which, if set up in the right way, can act a key driver to our international competitiveness."

Science Minister George Freeman has today (30 November) awarded up to £12 million to UK regulators to help drive forward innovation, remove red tape and establish the UK as world leader in technologies of the future – from AI to help treat rare diseases to drones monitoring safety on construction sites.

The Regulators' Pioneer Fund is funding 24 regulator and local authority led projects across the UK that will help to remove regulatory barriers to innovation, supporting businesses across key UK sectors – from net-zero to healthcare –

bring their products and services to market more quickly. If successful, these projects could lead to faster deployment of low carbon technologies like carbon capture and hydrogen, more tailored treatment for disease in the NHS and drones to deliver cargo and medicines safely.

**Science Minister George Freeman said:**

"The pace of new technology - from AI in healthcare to drone delivery to nutraceuticals - is creating a huge opportunity for the UK to be a global leader in testing new technologies and setting appropriate regulatory standards, which are key to investor & customer confidence.

"That's why our Innovation Strategy & Taskforce on Innovation Growth & Regulatory Reform (TIGGR) reforms are key to making the UK a global testbed & innovative regulator.

"Today's funding will support 24 pioneering testbeds to experiment and innovate, while helping our brightest businesses in bringing game-changing products and services to market."

**Among those receiving funding today include:**

- £750,387 to the Medicines and Healthcare products Regulatory Agency for a project seeking to create an entirely artificially generated control group – with similar health information to real patients – for use in clinical trials. If successful, this

could change the way clinical trials are performed in common and rare diseases, lowering their cost and improving how new treatments are tested before they are applied in the NHS.

- £961,650 to the Civil Aviation Authority to collaborate with the aviation industry and academia to enhance the understanding of hydrogen-related risks to aviation safety, identify gaps in policies, and propose recommendations to develop new net-zero policies. Hydrogen propulsion solutions offering the potential for no carbon emission flights are at an early stage of development. This project will help to make the UK a world leader in the use of hydrogen in aviation, influence the development of future global standards, and make the UK a prime destination for investment in this area, driving economic growth.
- £66,259 to support Wakefield Council develop a 'first of its kind' interactive tool to help SMEs distinguish between controlled and uncontrolled cross-contamination of food allergens and improve awareness of effective allergen risk analysis. This will help businesses avoid general or blanket statements such as 'may contain' and enable them to provide clearer and more meaningful information to consumers with food allergies.
- £250,000 for Argyll and Bute Council to partner with Skyports and Air Navigation Solutions Limited to undertake trials over the west-coast of Scotland testing the safe integration of drones within manned and unmanned airspace. This could enable the timely and safe delivery of medicines and cargo in remote locations.
- Over £555,000 for the Health & Safety Executive to lead a project to develop and test innovative approaches to specific health and safety challenges in the construction sector. This could include wearable technologies monitoring the health of workers or drones that are used for inspection on construction sites.

Today's funding is a key example of how the UK is using its newfound Brexit freedoms to create a new regulatory framework that prioritises innovation, growth and inward investment.

This follows the Chancellor's announcement at the Autumn Statement where he revealed the government is tasking the Government Chief Scientific Adviser Sir Patrick Vallance to lead work to consider how the UK can better regulate emerging technologies, enabling their rapid and safe introduction.

To ensure the UK continues to seize these opportunities, the independent Regulatory Horizons Council has today

published two important reports {link to reports} on the regulation of Artificial Intelligence as a Medical Device (AlaMD) and Neurotechnology. The reports provide government with advice on areas where regulatory reform can enable technological innovation in these crucial fields to facilitate their rapid and safe introduction.

Building on this, today the government has also commissioned the Regulatory Horizons Council to undertake a review on the regulation of quantum technologies - an emerging sector with anticipated impacts across many areas including space, finance, pharmaceuticals, and materials. Creating a regulatory

environment that promotes innovation and growth of the UK quantum industry will enable the UK to lead the debate in international fora and ensure that quantum technologies are used for the benefit of UK society, with global productivity gains from quantum anticipated to be worth \$100bns within the next few decades.

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## UPDATES ON SEVERAL LARGE CAPITAL PROJECTS

Updates on several large capital projects were agreed by Aberdeen City councillors at committee recently.

Aberdeen City Council's Finance and Resources Committee heard updates on projects including Union Terrace Gardens, Countesswells Primary School, the B999 Shielhill Road Junction, Torry Primary School and Hub, the Energy from Waste plant, Tillydrone Primary School, the new mortuary at Aberdeen Royal Infirmary, and new council housing under the Housing Revenue Account budget.

For Union Terrace Gardens, the report to committee said practical completion will be achieved prior to Christmas thereby allowing the garden to be open to the public. There will also be snagging issues to complete after the gardens have opened.

The report to committee confirmed the SPECTRA - Scotland's festival of light - is to return to being partly held in Union Terrace Gardens in February.

It said the SPECTRA exhibits will be located on the central lawn area in the gardens with a significant footfall across the lawn significantly which will damage it, and the current time of year - wet and frosty - is also not being ideal for placing grass turf down.

Due to these reasons, has been decided to turf the lawn area in the Spring after SPECTRA is finished and the weather allows for turf planting. The public will be advised to stay off the new turfed lawn for a number of weeks to enable the new turf to become established.

The other project updates include:

- For the new Countesswells Primary School, the report said Construction works are well advanced, and the expectation is for the new school to be open in Spring/Summer 2023;
- For Torry Primary School and Hub, the report said works are progressing with the construction about 50% complete. The expectation is the school will be complete by Autumn 2023 as planned;
- For Tillydrone Primary School, an assessment of tenders received from construction firms will take place in early 2023. The report said while the target date for completion within the tender documentation is Summer 2024, this may be dependent on the tender returns received given the current external factors affecting the construction sector - energy supplies, material availability, and labour availability;

- For the B999 Shielhill Road Junction, the report said the project's delivery timeline will be determined by the time taken to obtain the necessary land to build the scheme. Since May 2022, alignment and junction design work has continued. Finalisation of the land footprint has been delayed due to complications arising from the existing culvert and SSE transmission apparatus however the issues should be resolved soon allowing the land footprint to be finalised and landowner negotiations to start later this financial year;
- For the Energy from Waste plant, works are progressing and the completion date is now expected to be Summer 2023 as delivery of the project to date has been hampered by several issues, both internally and externally;
- For the new mortuary at Aberdeen Royal Infirmary, work started at the site at the hospital complex on Monday, 10 October 2022.

For the new council housing, the report to committee said in light of the inflationary pressures and increased costs in the housing sector, it has been decided to complete two of the new council housing projects - Tillydrone and Kaimhill - and suspend all works at Craighill and Kincorth. The report to committee said two of the other council sites, at Summerhill and Auchmill, are either partially or fully completed.

Aberdeen City Council Finance and Resources Committee Convener Councillor Alexander McLellan said:

"It was good to hear the updates today of all of these capital projects.

"We are pleased with progress as it has been a difficult few years for the construction sector and we look forward to more updates in the months to come."

The report to committee said for existing



and any new capital projects, several factors outwith the council's control are likely to affect costs - inflation, energy supply and cost, covid 19 impacts, the war in Ukraine, Brexit, forthcoming winter weather.

The committee papers for the full updates can be viewed as item 9.4 at Agenda for Finance and Resources Committee on Wednesday, 7th December, 2022, 10.00 am ([aberdeencity.gov.uk](http://aberdeencity.gov.uk))

## GLASGOW LAUNCHES OPEN-ACCESS DATABASE TO SHOWCASE £2.6BILLION REGIONAL TECH ECOSYSTEM

Over the past year, Glasgow City Council has worked with Dealroom.co to build the most comprehensive database of its rapidly growing technology ecosystem.

The Glasgow Tech Ecosystem Platform is an open-access database offering to better connect start-ups with investors and corporates, providing real-time insights on the health of the regional innovation economy and showcasing Glasgow City Region's wider tech ecosystem to the world.

The single platform is specifically designed to support scaling tech communities, with reliable intelligence, overarching trends and headline figures as well as detailed data on start-ups, scale-ups, and corporates across the city region. The data covers 740+ technology-based start-ups as well as investors and accelerators, universities, co-working spaces, tech meetups and much more.

The new database provides a detailed picture of the evolving tech ecosystem in all its facets and will be refreshed through collaboration with the many stakeholders

across the city region. Any start-up, investor, or ecosystem stakeholder can add their company and organisation details and enhance their profile - ensuring both open access to real-time data for the community and opening up windows of market opportunity. Better tech and investment industry data will support improved local ecosystem connectivity and help promote the Glasgow Metropolitan Area internationally as a promising emerging hub for tech and innovation.

The comprehensive mapping of the pipeline of tech-enabled SMEs allows the tech ecosystem to be more effectively benchmarked and promoted. This robust market square of activity and community fabric was highlighted as an essential ingredient to strengthen resilience and scale and grow SMEs in the Scottish Technology Ecosystem Review (STER).

Glasgow City Council has developed and supported a number of other complementary key initiatives to address these national priorities. These included bringing Digital DNA Glasgow, the city's

first major tech conference, to the Scottish Events Campus in September and the recent launch of two Tech Smart support grants to support both collaborative space rental and community events for tech meet-ups.

More information is available at: <https://glasgow.dealroom.co/intro>.

Councillor Susan Aitken, Leader of Glasgow City Council, said:

"Glasgow has a growing and vibrant tech ecosystem. It's important that government only intervene in a way that's helpful and will allow the sector to continue to grow. By funding the Glasgow Tech Ecosystem Platform, we will provide the glue that will bring together start-ups, investors and existing players to allow the sector in Glasgow to reach a critical mass."

£2.6billion is the current combined enterprise value of all start-ups & scale-up companies located within the Glasgow City Region (source: Dealroom).

## SCOTTISH BORDERS COUNCIL CONTINUES ITS MOVE TO BECOME THE CENTRE OF EXCELLENCE FOR DIGITAL LEARNING



Scottish Borders Council continue to build on the success of the Inspire Learning Programme with the launch of Inspire Academy.

In 2022 Scottish Borders Council was awarded Apple Professional Learning Provider (APLP) status from global technology giants, Apple. The accreditation was attained as a result of the Council's sector-leading Inspire Learning programme, a major step in the launch of Inspire Academy, which aims to provide support to other education technology projects and local authorities across Scotland, the UK and beyond.

The Inspire Learning Programme has hosted and participated in events with key partners, free of charge, and shared learning and experience around strategic education transformation projects. Inspire Academy will now enable the Council to provide services such as professional learning to external parties, and expand the support and range of training on offer to generate additional income for the Council.

The income generated through Inspire Academy will be re-invested in the Inspire Learning Programme for the benefit of teachers and young people in the Scottish Borders.

**Councillor Leagh Douglas, Scottish Borders Council's Executive Member for Education and Lifelong Learning, said:**

"The increasing importance of the role of technology in education is clear at all

levels, and the demand for accredited professional learning to support educators and learners is forecast to increase over the coming years, to support education through building enhanced digital skills and teaching.

"Scottish Borders, as one of only two Apple Professional Learning Providers in the UK, and the only local authority with this accreditation, is in a unique position to deliver this learning.

"This is a further example of the Scottish Borders being at the forefront of digital learning and demonstrates our commitment to making the Scottish Borders the best place in the world to teach and learn."

**Lesley Munro, Scottish Borders Council Director Education and Lifelong Learning, added:**

"The Council has built outstanding experience and skills to share and holds a unique accreditation position to support it in doing so. Together these enable the Council to offer a valuable set of services to others, supporting them in their digital education journeys and in turn providing additional options for continued investment in our Borders teachers and young people."

Inspire Academy offers the Borders an opportunity to take a key role in influencing the future development and delivery of digital education across Scotland, the UK and further afield.

## GAELIC SCHOOLS DEBATING CONTEST RETURNS



Loganair, the UK's largest regional airline, has once again sponsored this year's National Gaelic Schools Debate, following a three year hiatus in the running of the competition.

The airline committed to transport around 100 pupils from across Scotland's Highlands and Islands to this prestigious competition, being held in Stornoway for the first two rounds, then Edinburgh for the later rounds and the Final.

The platform gives participants a unique opportunity to develop and showcase their language and debating skills amongst their peers, Gaelic development agencies and members of the Scottish Parliament.

**Commenting on the sponsorship, Loganair Chief Commercial Officer, Luke Lovegrove, said:**

"We were delighted to sponsor this excellent initiative once more. Gaelic is a crucial element of Scottish heritage, and we are proud to show our support to events that give young people the ability to develop their Gaelic skills."

**Evelyn Coull Macleod, Chair of the Loganair National Gaelic Schools' Debate Management Committee, said:**

"We are very grateful to Loganair for their financial support for this year's competition, which, once again, demonstrates their commitment to the



Highlands and Islands and to the Gaelic language and culture. We are absolutely delighted to bring young people from across Scotland together and applaud so many interesting and thought provoking debates.

"We are also grateful for the continuing support from The Scottish Government, Bòrd na Gàidhlig, Skills Development Scotland, Scottish Qualifications Authority, Education Scotland, Comhairle nan Eilean Siar, The Highland Council and Glasgow City Council without whose support, the competition could not continue.

"The Schools' Gaelic Debating competition enables Gaelic-speaking communities to

come together, bringing Gaelic-speaking students from schools across Scotland together in both Stornoway and Edinburgh, plying their wits against each other in a series of debates in an attempt to reach the finals of the debating competition, broadcast live on Radio nan Gàidheal.





## SCOTTISH SCHOOLS HYDROGEN CHALLENGE INTER-SCHOOLS COMPETITION TAKES PLACE AT THE BEACH BALLROOM

Teams representing schools from across Aberdeen took part in the inter-school final of a hydrogen technology challenge at the Beach Ballroom in early December.

The final featured winning teams from schools after they took part in workshops throughout November, led by STEM (Science, Technology, Engineering and Maths) professionals and volunteers from the University of Aberdeen, where pupils were tasked with designing and building a hydrogen fuel-cell powered car using custom-designed LEGO kits and 2W fuel-cells.

The pupils were welcomed by Arlan Harris of Ballard, who provided opening remarks and spoke to the participants about the hydrogen industry in Aberdeen.

Grand prizes were awarded to Oldmachar Academy and Cults Academy who were also invited to represent Aberdeen in the Inter-City Grand Final, which will take place in early 2023.

**Aberdeen City Council Co-leader Ian Yuill said:**

"Aberdeen has been at the forefront of developing and using green hydrogen technology. Key to the development of the hydrogen industry is the involvement of young people who will be the innovators



of the future in the sector.

"The City Council is delighted to welcome bright, young minds from Aberdeen's schools to the Beach Ballroom today to create and learn with real-fuel cells with the aim of stimulating their minds and encouraging them to learn more across STEM subjects."

The Scottish Schools Hydrogen Challenge is supported and funded by a number of organisations across Scotland, including Energy Transition Zone Ltd (ETZ), Scottish

Power, Storegga, Abbott Risk Consulting Ltd (ARC), OPITO Ltd, Ove Arup and Partners Ltd, and Ballard, and aims to engage with over 7,000 young people across Scotland's eight cities.

Participating schools in Aberdeen were Aberdeen Grammar School, Bucksburn Academy, Cults Academy, Ellon Academy, Lochside Academy, Oldmachar Academy and St. Machar Academy.

## ANOTHER 'PARTNERSHIP MILESTONE' AS PURPOSE BUILT ELC UNVEILED IN GREENOCK



**Pupils, teachers, parents, Councillors and invited guests joined East Dunbartonshire's Provost Gillian Renwick to celebrate the official opening of the new Boclair Academy building in Bearsden.**

The new £40.9m school, built on the site of the previous Boclair Academy building in Inveroran Drive, Bearsden, is now home to the school's 1,000 pupils.

Provost Renwick, with the help of School Captains Jude and Harli, unveiled the plaque to officially open the fabulous building, during a ceremony filled with music and celebration.

**Provost Renwick said,**

"There is a great feeling of warmth and community within Boclair Academy and since the doors opened at the start of term in August, pupils, teachers and staff have really made this new building their own.

"The official opening ceremony was an opportunity for senior pupils to show invited guests around their fantastic new building, which is fitted with the latest technology and has flexible learning areas both inside and out. Guests were also treated to excellent hospitality and outstanding musical performances throughout the evening.

Scottish Local Authority News

"It was a privilege to welcome Provost Renwick to officially open our new school and to celebrate with our invited guests as we begin this new chapter in Boclair Academy's history."

The £40.9m building - which boasts a large gym hall, dance studio, performance areas and the latest technology - was delivered by the Council in partnership with the SCAPE Construction Framework and contractor Wates Construction Limited/McLaughlin & Harvey Construction Limited. Here is a list of the partners involved:

- The procurement framework used for the design and delivery of the new building through its Supply Chain, SCAPE is a public private joint venture organisation established to develop and deliver value for money property solutions for its public sector partners.
- Wates Construction Limited: The Main Contractor, appointed through SCAPE, to construct the new school.
- McLaughlin & Harvey Construction Limited: Sub-contractor appointed by Wates Construction Limited to complete the whole works.
- Ryder Architecture: The architecture firm, appointed through SCAPE, to design the new school.
- Doig & Smith: the Council's Contract Administrator and independent cost consultant.
- Curtins: the civil and structural engineer for the project.
- Hawthorne Boyle: the mechanical and electrical engineer for the project.

"It was an honour to officially open this wonderful new school building and I wish pupils, teachers and staff every success in their new accommodation."

**Head Teacher Douglas Brown added,**

"Boclair Academy is a wonderful school, a school we have always been exceptionally proud of. However, we now have a stunning new building, which the school community was heavily involved in designing, and we could not be more proud! Work has already begun on improved outdoor sport facilities alongside a fully integrated landscape design, which will include car and cycle parking bays, and we look forward to seeing that completed in the coming year.



## PUPILS LEARN HOW TO BUILD A CAREER IN CONSTRUCTION

Pupils at Douglas Academy have taken part in a dedicated construction and property programme designed to highlight how young people can pursue a career in the sector.

East Dunbartonshire Council teamed up with The Association of Women in Property and contractor McLaughlin & Harvey to run the Schools Outreach Programme, educating pupils on the wide variety of job roles available within the construction industry.

Over the last eight weeks, 28 S2 pupils gained a unique glimpse into the key stages of the design and pre-construction process, hearing from experts in Architecture, Town Planning, Engineering, Design, Quantity Surveying, Sustainability and Project Management.

Across the programme, created by Women in Property, pupils worked with people with different occupations within the industry and through workshops learned what their job roles entail on a day-to-day basis.

They were representatives from East Dunbartonshire Council teams including; Planning and Building Standards and Major

Assets; McLaughlin & Harvey the main contractor for Allander Leisure Centre, the new Additional Support Needs School and Boclair Academy; and other organisations including the Scottish Government, and consultants CDA, Ferguson Planning, Christie Gillespie, PMP and Baker Hicks.

The pupils were tasked with designing a primary school and today (13 October) they presented their final plans and gained a certificate at a special prize giving.

**Councillor Lynda Williamson, Education Committee Convenor said:**

"It was fantastic not only to hear what the pupils had learned over the last two months but to see their enthusiasm and appreciation of the property and construction industry.

"It is so important that we demonstrate to all young people in our schools, and beyond, that no career or industry is off-limits because of gender and that there are opportunities and role models out there."

**McLaughlin & Harvey Design Manager and member of Women in Property Caroline McIlwraith said,**

"It's been a great experience meeting all the pupils and introducing them to the various roles within the construction industry. They were enthusiastic and engaging, particularly in relation to sustainability and designing buildings for the future, which is a credit to their generation. I've worked in the construction industry for over 25 years where opportunities to meet female role models has been limited; hopefully this programme has changed any perception they had that the construction industry is only for men working on a muddy site."

**Laura Banks, Schools Outreach Co-ordinator and Director at PMP added,**

"This School's Outreach programme has been an inspirational experience, thanks to the level of engagement of all parties involved, in particular from the Douglas Academy pupils. We work in a diverse and ever-changing industry and it has been an absolute pleasure working with Douglas Academy to promote

the opportunities available to them. I really hope to see some of the pupils on a construction project team in the coming years!"



## AYR GRAMMAR WINS 'PROJECT OF THE YEAR' AT THE LEARNING PLACES SCOTLAND AWARDS

South Ayrshire Council is delighted to announce that Ayr Grammar Primary School, its associated Early Years Centre and the Archive and Registration Centre won 'Project of the Year' at the Learning Places Scotland Awards.

The project was crowned winner in a ceremony at the Hilton in Glasgow on Tuesday 15 November.

The Learning Places Scotland Awards celebrate excellence in design and delivery of education projects across the whole of the country. The Ayr Grammar project grabbed the top spot following tough competition from a range of high-profile projects, including from Glasgow, Strathclyde and Edinburgh Universities.

The project was delivered by Special Property Projects in partnership with Hub South West.

Ayr Grammar moved to the iconic Ayr Academy building in 2020, following an extensive programme of works to transform the historic structure into an inspiring, modern facility.

**Councillor Martin Kilbride, South Ayrshire Council's Portfolio Holder for Buildings, Housing and Environment said:**

"This isn't the first time the new Ayr Grammar building has been recognised



for its outstanding facilities. Winning the prestigious 'Project of the Year' award shows that the judging panel recognise the hard work and commitment of everyone who was involved with the build. Ayr Academy was a local landmark for generations, and we've made sure that the long-term future of this much-loved building has been secured."

Councillor Stephen Ferry, South Ayrshire Council's Portfolio Holder for Education said: "This is a fantastic achievement. We want to make sure that all young people get the best start in life, and our schools are an integral part of this. Not only does Ayr Grammar boast facilities for more than 400 pupils; it also features an early years centre; community facilities; and South Ayrshire's Archive Centre. I'd like to congratulate everyone involved."

**Michael Ross, Chief Executive, hub South West Scotland:**

"We are very proud that the collective efforts of the team have been recognised with this award. This project ticks all the boxes for us; repurposing an existing historic building with a fantastic design, playing its part in regenerating the town centre, creating jobs and apprenticeships and supporting the partnership with Ayrshire College and wider school initiatives."

## HARDGATE PRIMARY SCHOOL HIGHLY COMMENDED



The Bikeability Scotland Awards have been presented, recognising outstanding achievement in the delivery of Bikeability Scotland – the national cycle training programme for school children, managed by Cycling Scotland.

Hardgate Primary School, located near Castle Douglas, has been selected as the Highly Commended runner-up of the Bikeability Scotland 2022 School of the Year. Cycling Scotland visited the school on Monday 14 November to present the award during a school assembly.

Peri Wallach, regional Bikeability coordinator, staff and pupils from Hardgate

Ms Brogan Murphy, principal teacher of Hardgate Primary School said: "On behalf of all of us at Hardgate, we are both very grateful and humbled to be Highly Commended in the School of the Year category. I have thoroughly enjoyed our experience with Bikeability Scotland and of becoming a cycle tutor. I was happy to open our school as a base for training of other tutors, and it was great to work alongside other cycling enthusiasts to pass on valuable life skills to children, who just loved taking part in the training."

Pictured: Peri Wallach, regional Bikeability coordinator, alongside staff and pupils from Hardgate Primary School, who were involved in the award winning Bikeability programme

## NEW CASTLEBRAE COMMUNITY CAMPUS OFFICIALLY OPENED

The new Castlebrae Community Campus was officially opened at a special ceremony by the City of Edinburgh Council Leader Cammy Day.

The £28m community building on Niddrie Mains Road has been delivered for the Council by Hub South East Scotland Ltd in partnership with Morrison Construction as the main contractor.

The 700 capacity school, which has the potential to be extended to 1,200, opened to pupils and staff in April. It has been built in the heart of Craigmillar, next to the East Neighbourhood Centre and library and was developed after extensive consultation with educationalists, service users and the local community.

At the heart of the design are a variety of spaces for learning activities to support collaborative and inclusive practice, developing and enhancing strategies for continuing improvement in attainment and achievement.

There are three main learning plazas which provide opportunities for staff to plan innovative and creative learning experiences together, to further develop and apply skills for learning, life and work in different contexts for pupils.

A good example of the shared use of the school spaces is the Science Super Lab Collaboration area which has already seen community and partnership use through the school's working with Edinburgh University and the Bio Quarter.

Externally there is an extensive area of landscaped ground which is used for outdoor learning activities, as well as providing social areas and facilities for leisure and recreation. The entrance to the building is linked into a new community town square. There is also a 3G sports pitch which can be booked for community use out of school hours.

**Norma Prentice, Head Teacher at Castlebrae Community Campus, said:**

"The learning plazas and classrooms provide an excellent environment for the highest quality learning and teaching. It is a pleasure to work here and all the staff and pupils love being in such a bright and open building."

**S4 pupil Evan Glass said:**

"It's a brilliant modern building and is very



accessible for everyone. It's an inclusive school and allows all pupils to achieve. The school is amazing for pupils like myself who are on the autistic spectrum as the breakout spaces mean when I need a quiet safe place I do not miss out on my education as much as I used to."

**Council Leader Cammy Day said:**

"We want all our schools to provide the very best learning environment for our young people. The new Castlebrae Community Campus is a great example of this with its collaborative learning plazas and breakout spaces and is an asset for the whole community to enjoy.

"The new school campuses we're planning are innovatively and sustainably designed so they are inspirational places for learning for the next generation of young people in Scotland's capital. That's why we have a £500m planned investment programme over this decade with a number of new schools already in the pipeline such as Liberton High School and Currie High School."

**Councillor Joan Griffiths, Education, Children and Families Convener for the City of Edinburgh Council, said:**

"The name of the new school, Castlebrae Community Campus, really says it all as it's right in the heart of Craigmillar and is there for all the community to use. It's been a long road for the school to reach this milestone and it couldn't have been

achieved without the hard work of staff, students and the wider community and support of key partners.

"The campus shows our commitment to creating a first-class learning environment for all our children in the city and one that showcases what can be achieved when you build an exciting, inspirational and creative hub for the whole community."

**Scott Brown, Hub South East's Project Director, said:**

"We were delighted to be welcomed back to the Castlebrae Community Campus for its official opening and see the positive feedback from pupils, staff and the local community. We're proud to have delivered this fantastic learning space for the City of Edinburgh Council, alongside our main contractor Morrison Construction.

"Importantly, in addition to the state-of-the-art building, the project realised a range of community benefits from apprenticeships and work experience, to donations of money and time for local projects. The social value delivered leaves a lasting legacy in the area and demonstrates the positive wider impact of projects being delivered through the Hub programme."

## SKANSKA EXTENDS TRAINING OPPORTUNITIES FOR PEOPLE IN EDINBURGH THROUGH ITS COMMITMENT TO THE NEW SKILLS ACADEMY



**The move is part of Skanska's commitment to offer career opportunities to a diverse range of people and enhance people's skills.**

As one of the largest construction companies in the UK, Skanska is ideally placed to provide training and development opportunities to the local community. For example, it has a structured emerging talent programme, supporting the development of graduates, trainees and apprentices.

Skanska is also an expert in providing facilities management solutions to local authorities, using its in-house team of mechanical and electrical engineers: so it can provide a variety of career paths.

This year, Skanska has created and promoted a number of employment and development opportunities in the Edinburgh region. This includes two Service and Maintenance Engineering apprenticeships, which were advertised on the skills development website, apprenticeship.scot.

In May, we began recruiting for a number of other service and maintenance apprenticeships in Edinburgh. We then worked with the Building Services Engineering Association to both promote the opportunity and increase the number of positions available. The response was so great that Skanska

extended the closing date for applications until the end of June.

Skanska held a virtual career insight session 'a day in the life of an engineer', which was hosted by two of its graduate civil engineers and received very positive feedback. It also organised employment practice sessions with the City of Edinburgh Council and partner organisations.

In addition to the skills demonstration for school pupils across Edinburgh, Skanska held a careers presentation at Balerno High School, designed to encourage sixth formers to consider careers in construction and engineering. This was hosted by an engineer who had recently completed an apprenticeship.

A special post-traumatic stress awareness day, which included a webinar to break down stigma and stereotypes, was also held.

It's that commitment to developing people and ensuring it has the best quality personnel that makes Skanska UK well placed to work in partnership with the City of Edinburgh and successfully deliver Statutory Inspections, Repairs and Maintenance. That commitment also makes Skanska UK an invaluable partner of the new Edinburgh Skills Academy.



## ABERDEEN AIMS TO ATTRACT GME TEACHERS

**Aberdeen City Council has embarked on a new initiative to attract teachers to its Gaelic Medium Education (GME) unit at Gilcomstoun School with early success.**

The city's Gaelic provision is based at the school and has had difficulties in attracting teachers of the language. The new initiative has, however, already attracted a new student placement member of staff to teach the language and will continue to work closely with both Bòrd na Gàidhlig - the principal public body in Scotland responsible for promoting Gaelic development - and parents organisation Comann nam Pàrant to ensure adverts are circulated as widely as possible to attract staff to the city.

The council is also working in partnership the University of the Highlands and Islands which offers a Gaelic Medium teaching qualification as part of its undergraduate programme, to offer up placements at Gilcomstoun School to any student teacher with connections in Aberdeen.

This has resulted in the initial placement and it is hoped that the partnership will raise the profile of the school with undergraduate students with a view to encouraging them to apply to Aberdeen for their probationary year.

**Councillor Martin Greig, Education and Family Services Convener, said:**

"There have been some notable difficulties in recruiting and retaining Gaelic language teachers in the city. The help from UHI in providing training and qualifications is already making a difference. This has been a good example of increasing educational opportunity through partnership working and he university's support is greatly appreciated.

"The work to attract teaching staff needs to continue so that we can address the local challenges and enable access to the Gaelic option in schools. It is especially valuable to have a process for listening to views from pupils and parents."

Council officers met with the parents of GME pupils last week and as a result regular monthly meetings have been arranged to discuss support in place and any issues parents wish to raise.



An action plan is being developed in consultation with Gilcomstoun School to ensure, where possible, that each class receives a consistent teacher and any Gaelic speaking staff are deployed to ensure maximum impact.

## ALL LOCAL AUTHORITIES ARE MEMBERS OF SSERC AND THEREFORE HAVE ACCESS TO A RANGE OF STEM-BASED EDUCATIONAL PRODUCTS AND SERVICES.

SSERC exists to advance STEM-based education: by providing to teachers, technicians, schools, local authorities, further and higher education establishments, policymakers and the education sector generally up-to-date information, advice and support services about health and safety; by providing ideas for safe and innovative learning; and by supporting inspirational teaching and in particular (but without limitation) to:

- provide essential professional learning of all kinds for practitioners, teachers and technicians in relation to safety, practical curricular activities and the STEM-based curriculum in general and in particular to provide teachers and technicians with the opportunity to become familiar with the techniques, educational potential and hazards of scientific and other educational activities;
- test and examine proposed practical curricular activities in terms of health and safety and educational validity;
- identify and develop activities, experiments and investigations that support the delivery of the STEM curriculum and which schools and educational establishments might undertake as part of courses or use in assessment;
- provide advisory and support services to local authorities and schools in relation to health and safety for STEM-based education;
- advise on, evaluate and provide guidance in relation to scientific and other educational equipment requirements for the implementation of courses; assess and provide advice and guidance in relation to health and safety in respect of STEM equipment; act as the Radiological Protection Advisor for the membership.
- undertake relevant education and health and safety consultancy at home and abroad; and
- identify and develop activities and programmes that promote wider STEM engagement, including the innovative Young STEM Leader Programme, the STEM Ambassador programme in Scotland and managing the Nuffield Research Programme in Scotland.

### 1. Provision of professional learning

Supporting childminders, early years practitioners, primary and secondary school teachers, school technicians and other educators in voluntary, youth work or CLD settings to deliver high-quality, hands-on practical STEM activities for learners

### 2. The Advisory Service

To ensure the delivery of practical STEM learning is safe for childminders, early years practitioners, primary and secondary school teachers, school technicians and other educators in voluntary or CLD settings and their learners

### 3. STEM Engagement

Operation of the STEM Ambassador Hub in Scotland, Young STEM Leader Programme, Education Industry Partnerships, Nuffield Research Placements, ESERO Champion, and ENTHUSE Partnerships



## HELPING SCHOOLS WORK TOWARDS A BETTER PLANET



**G**rowing awareness of how human activities have been damaging our planet has led to increasing numbers of young people wanting to take positive action to minimise their impacts on the environment.

Better Planet Schools is an online environmental education programme, created by the Young People's Trust for the Environment (YPTE) for primary schools in the UK. Through Better Planet Schools, YPTE aims to engage students and teachers to learn about and take action on key issues like saving energy to tackle climate change; reducing use of plastics and increasing recycling; fast fashion; air pollution; and creating new habitats for wildlife to thrive.

Schools taking part in Better Planet Schools choose three 'modules' per year to engage with, and each module lasts for a school term. YPTE is creating new modules each year, so children and schools can be involved on an annual basis, learning more about key environmental issues and how they can make a difference with their actions.

The pilot project for Better Planet Schools saw a group of 20 primary schools working on the energy and climate change module. Each of the participating schools reduced their annual energy usage by between 10 and 15%, with the reductions coming as the result of child-led behaviour change. As well as reducing CO2 emissions from schools, savings of this level are really significant for schools' budgets at a time of rising energy costs.

Participation is currently free, thanks to donations YPTE has raised. When these funds are used up, YPTE will make a charge of £100 per year for schools to take part. With the average school energy bill now exceeding £31,000 per year, this is very easily paid for through energy usage savings.

Find out more from <https://www.betterplanetschools.org.uk>

### Awards to inspire young environmentalists



The Primary Awards for Green Education in Schools (PAGES) is an award scheme for excellence in environmental education, devised and organised by the Young People's Trust for the Environment (YPTE). The awards are open to all primary schools in the UK and are free to enter.

With four inspirational award categories to enter and 48 cash prizes available, including £2,000 for the UK Champions, it's well worth taking part! YPTE has produced a guide for the 5-14 Curriculum for Excellence, suggesting possible project ideas and their links to the Curriculum.

Any environmental work completed by schools before the deadline of 3 May 2023 can be easily uploaded to the awards website, and work from the Summer Term of 2022 can also be submitted.

Find out more from <https://www.primaryawards4greeneducation.org.uk>



## COMMUNITIES IN WESTER HAILES AND NORTH EDINBURGH CLEAN UP OVER 125 BAGS OF WASTE



Local volunteers, housing associations and teams from the Council's Housing, Parks and Greenspace, Waste and Cleansing departments came together for a community clean up in Wester Hailes and north Edinburgh over the last fortnight.

Together they collected over 125 bags of rubbish, 13 van loads of waste and dumped items and seven skips during their big clean. Greenery was cut back, 200 bulbs were planted, and the Union Canal towpath near Wester Hailes was cleaned with the help of young people from St Augustine's RC High School. They were also joined by local police officers and supported by the Scottish Fire and Rescue Service.

Many of the items collected had been illegally dumped by flytippers.

During the clean-up teams also removed dumped items in stairwells which could have been a fire risk and gave local residents advice on the best ways to dispose of their unwanted items.

The weeks of action follow the success of a similar event in Craigmillar earlier this year.

**Housing, Homelessness and Fair Work Convener Councillor Jane Meagher said:**

"So many community groups, organisations and local volunteers were involved in the Wester Hailes and North Edinburgh clean ups, and they've done a tremendous job. The before and after results are clear to

see and I'd like to say a big thank you to everyone who took part.

"Council officers work hard all year round to keep common areas and green spaces clean and tidy but clean ups are a great way for communities and partners to come together to tackle issues with litter and flytipping.

"Wester Hailes and Pennywell are both areas that we have prioritised for capital investment over many years. It's great to see so many new, modern affordable homes built alongside schools, health centres, shops, and green spaces that people can enjoy as part of our 20-minute neighbourhood strategy.

"These events are being coordinated by Places for People, Prospect Community Housing, and the Council's housing operations team, supported by officers from waste and cleansing and parks and greenspace. We also thank our commercial partners Mitie, GasCall, Robertson Homes, ISS, Belac, ID Verde and Premier One for their important role in supporting these initiatives.

## LEADERSHIP TRANSITION IN 2023 AS NEW SCOTTISH WATER CHIEF EXECUTIVE APPOINTED



**A new Chief Executive has been appointed to lead Scottish Water.**

Alex Plant will take over from Douglas Millican when he steps down from the role on 31 May 2023 after a decade in the post.

Mr Plant is currently Director of Strategy and Regulation at Anglian Water, which supplies services to 7 million people and is the largest company in England by geographical area covered.

The appointment was made after a recruitment process undertaken by Scottish Water's board and led by chair Dame Susan Rice. The Scottish Government has approved Mr Plant's appointment.

**Dame Susan said:**

"After a wide-reaching search, I'm delighted that Alex Plant will become Chief Executive of Scottish Water in June. Alex brings a unique blend of experience in the public, private, and not-for-profit sectors, and in organisations large and small.

"Through his very interesting career consistently runs a thread of public service and of genuine commitment to communities, customers, and staff. I have no doubt that Alex will smoothly pick up where Douglas leaves off. As a strategist and an implementer, Alex is well poised to

lead Scottish Water into the future."

**Cabinet Secretary for Net Zero and Energy, Michael Matheson, said:**

"I congratulate Alex Plant on his appointment, and I look forward to working with him to continue to support the delivery of Scottish Water's vital services.

"It is clear that there will be challenges ahead with the ongoing cost-of-living pressures, and with the need to address and adapt to climate change when delivering water services.

"But I am encouraged by the progress that has already been made by Scottish Water, with £623m being invested in 2021-22 to upgrade essential treatment works and the water supply and sewerage networks.

"High customer satisfaction levels and strong performance in drinking water quality, along with reducing environmental impacts, are a record I'm sure Alex will want to build upon."

Mr Plant said: "I am hugely excited to be taking up this role in an organisation that plays such a vital role in the daily lives of so many people. I look forward to meeting the people who deliver these services, our stakeholders, and the communities we serve.

"A key challenge will be taking forward

the transformation work which is already underway. This will ensure that Scotland's water and waste water services continue to provide value for money and provide confidence for customers as we face some real challenges, especially around climate change."

**Mr Millican said:**

"We continue to focus on delivering excellent service for our customers in communities the length and breadth of the country at the same time as transforming, to ensure we can address the challenges of ageing infrastructure and rapidly changing weather patterns caused by climate change.

"I welcome the Board's appointment of Alex Plant and look forward to working with him to ensure a smooth transition of leadership."

Mr Millican has been Chief Executive since October 2012 and has spent more than 20 years on Scottish Water's Board and leadership team.

Mr Plant, 52, will commence his role in June 2023. He has been with Anglian Water since 2015. Prior to that he held positions in the Royal Mail, Cambridgeshire County Council, Civil Aviation Authority, and HM Treasury, as well as having held several non-executive director roles. The salary for the CEO role is £295,000, less than any comparable water company Chief Executive in Great Britain.

Scottish Water is responsible for public water supply and waste water services to 5 million people.

Services are supported by a vast range of infrastructure and assets as well as a multi-million-pound capital investment programme. The organisation is progressing with a transformation programme that will achieve net zero status by 2040 and improve resilience for customers for years to come.

## SUPPORT FOR GREEN BUSINESSES NOW AVAILABLE IN GLASGOW

**A £675,000 Green Business Support programme in Glasgow is helping local companies transition to Net-Zero, reduce their energy costs and become more resilient to climate change.**

The programme - which aims to improve small and medium sized enterprises' (SMEs) knowledge and capacity and accelerate delivery - is part of the work of the Glasgow Green Deal, a nine-year mission to transform the city's economy to tackle the climate and ecological emergency.

The programme consists of two elements - Green Business Grants, and advice and support.

The Green Business Grants will support a minimum of 50 SMEs in Glasgow, targeted at activities which address both the cost of living and climate crises, such as energy efficiency, renewables, active travel and waste management; with the remainder allowing enhanced advice and support for at least 250 SMEs as they transition to net-zero carbon and climate resilience.

This support - part-funded by the UK Shared Prosperity Fund - is tailored to businesses in the city, to help build awareness and understanding of necessary actions, increase speed of access to funding, and to innovate in areas where support is not currently provided, but where there is an emerging need.

Green Business Grants will be made available up to a value of £10,000 for SMEs who can provide 50% match-funding, with a total grant of £20,000 of investment into activities that reduce carbon emissions and help address the cost-of-living crisis. The grant can be used for anything that will help a business make progress towards net-zero carbon emissions and result in long-term sustained reductions in energy bills. This includes energy efficiency, replacement doors and windows, heat pumps, Solar PV, replacement of equipment with energy efficient alternatives such as active travel and EV infrastructure, as well as activities that reduce the amount of waste produced.

The grant is now open for applications for small or medium-sized businesses located, or with their headquarters in, Glasgow. It will close to new applications on 31 June 2023 or when budget is fully allocated (whichever is earlier), and all projects must be completed by 31 December 2023. More information on

the Green Business Support programme is available at: [www.glasgow.gov.uk/greenbusinesssupport](http://www.glasgow.gov.uk/greenbusinesssupport).

**Councillor Angus Millar, Convener for Climate and the Glasgow Green Deal at Glasgow City Council, said:**

"Businesses have a central role to play in the economic transition to Net Zero, and I am delighted the council is bringing forward this Green Business support initiative. This programme will help SMEs in Glasgow meet the challenges they face in transitioning to Net Zero, building resilience and reducing energy costs. Investment made now by companies will yield benefits for them and the whole city in the medium and long-term, and through this programme we will help to deliver these. I'd encourage all SMEs to get in touch with the council's Business Advisors to see what support they might be eligible for."

In addition, the council is supporting a wider programme of advice and support to support SMEs on their journey. The advice programme will see the council partnering with a range of organisations to enhance the breadth and depth of support to businesses on their journey to net zero. This will build on 'Step up to Net Zero' programme funded by Glasgow City Council and delivered by Glasgow Chamber of Commerce, which is supporting 40 businesses to assess the potential of the circular economy for their businesses, develop an action plan and create a placement to take it forward.

Finally, alongside the mainstream advice to SMEs, Glasgow City Council has also funded a pilot to develop SME support on resilience to the impacts of climate

change. The pilot will see the council testing a variety of approaches (such as sectoral and place-based) to identify those approaches which are most effective and scale them up in future rounds of business support.

**Ruth Wolstenholme, Managing Director at sustainability charity, Sniffer, said:**

"We're delighted to be working on this pilot in Glasgow to support SMEs not only transition to Net Zero but also become climate resilient. As host of COP26, Glasgow has a responsibility to innovate and lead on delivering the goals of the Paris Agreement and the Glasgow Climate Pact. Over the next year, we'll work together to do just that - identifying the best ways to support SMEs to become more resilient to hotter summers, flash flooding and rising sea levels. We are proud to be helping breathe life into this commitment in the city's Adaptation Plan and the wider Glasgow City Region Adaptation Strategy and Action Plan."

The support programme was a key commitment in the Glasgow Economic Strategy, and the Glasgow Green Deal, as well as the City's Climate Adaptation Plan. It also contributes to both the Glasgow City Region Economic Strategy and Glasgow City Region Adaptation Strategy and Action Plan. Information on the available support will be made available on the council website and replicated through national support programmes. The programme has been part-funded through the UK Shared Prosperity Fund (SPF), with £500,000 of Green Business Grants coming from the SPF, and £175,000 of advice and support coming from Glasgow City Council resource.



## NORTH-EAST ORGANISATIONS BENEFIT FROM GRANTS FROM ENERGY FROM WASTE MAIN CONTRACTOR

An energy from waste (EfW) project which is currently under construction has donated £50,000 to several North East organisations as part of its commitment to give back to its surrounding area.

The main contractor for the EfW build has donated the generous amount to 55 charities across the three council areas which have commissioned the project - Aberdeen City, Aberdeenshire, and Moray. This is the second time this initiative has been run with the first being last August, where £50,000 was donated to 56 charities.

The 56 charities benefiting include 28 in Aberdeen, 15 in Aberdeenshire and 12 in Moray. Focusing on various sectors, the receiving organisations included community groups for children and the elderly, mental health and health care charities, sporting institutions and environmental associations.



The project construction is being led by EFW Ness Limited, part of Spanish organisation ACCIONA. The facility will use a cutting-edge thermal treatment process for the waste and will also be configured as a power plant that will generate electricity. The neighbouring community of Torry will also benefit from the heat energy which will be fed into the nearby heat network.

The facility will take non-recyclable waste from the three council areas and treat it cleanly, while conforming to the latest strict European standards. The facility will provide a long-term, sustainable solution for non-recyclable municipal solid waste with the ability to process 150,000 tonnes of waste per year.

**Aberdeen City Council Operational Delivery Convener Councillor Miranda Radley said:**

"It is fantastic to see the significant

number of charities and organisations which are benefitting from the project's community benefits programme.

"We welcome this financial support for these groups and thank Acciona for their work in the programme."

**Cllr John Crawley, chair of Aberdeenshire Council's Infrastructure Services Committee, said:**

"Once again it is tremendous to see so many local community groups receiving financial support from Acciona and I know it will make a real difference to projects and activities across the north-east."

Chair of Moray Council's Economic Development and Infrastructure Services Committee, Cllr Marc Macrae, said: "I very much welcome this funding support which comes during challenging times for many groups across Moray. I know it will be put to very good use in helping to support and deliver positive benefits across the area."

More information on The Ness Energy Project is at [NESS Energy Project | Aberdeen City Council](#)

## OFGEM SUPPORT FOR REPLACEMENT OF SUBSEA ELECTRICITY CABLE TO UIST

Comhairle nan Eilean Siar has welcomed OFGEM support for replacement of the Subsea Electricity Cable to Uist.

The Comhairle was concerned that replacement of the existing 31 year old Skye-Uist subsea electricity cable and the provision of a second, new, subsea cable for resilience might be disallowed by OFGEM.

The absolute importance of providing energy resilience to the Uist and Barra community was stressed to senior OFGEM representatives during a specially convened Comhairle / OFGEM / SSEN Distribution event held on 2 November.

Through today's determinations, OFGEM have responded to these concerns. In their Price Control determination for SSEN Distribution, OFGEM state that they still require clarification on SSEN Distribution's Subsea Cable Replacement Strategy to make sure that the chosen options are optimal, consistent with wider network

objectives and in the consumers' best interests. The need for this clarification means that the Skye-Uist cables project has been moved from being a certain Price Control Deliverable (PCD) into a newly authorised Hebrides and Orkney Whole Systems (HOWS) Uncertainty Mechanism. Funding is available for delivery of HOWS "during the early part of the 2023-28 Price Control" in line with further development of SSEN Distribution proposals and, in a clear signal of support for island connections, OFGEM have also committed £20.6m of pre-development funding for HOWS projects.

Initial indications from SSEN Distribution are that these arrangements are capable of delivering the necessary resilience to the Uist and Barra community within an acceptable timescale.

**Cllr Paul Steele, Leader of Comhairle nan Eilean Siar, said,**

"We are pleased that OFGEM has responded

to valid concerns raised by the Uist and Barra community. Through vigorous and sustained engagement with the Regulator, we are now in a position where OFGEM is prepared to support the provision of new cables for Uist and Barra following final approval of SSEN Distribution's plans. This is a good outcome for the islands given the extremely challenging electricity network climate that OFGEM are currently operating within".

**An SSEN Distribution spokesperson said:**

"We are examining the full detail of the Ofgem's final determination and, on initial view, welcome Ofgem's approval of the Hebrides and Orkney Whole System (HOWS) uncertainty mechanism. SSEN's priority is to ensure that the right whole-system solution is agreed and progressed to secure resilience and reliability for communities across the Islands.

## ABERDEEN CELEBRATES TOP PRIZE AND MULTIPLE WINS AT PRESTIGIOUS BEAUTIFUL SCOTLAND AWARDS CEREMONY

Aberdeen is celebrating multiple wins including the top prize as Best City, in the annual Beautiful Scotland awards ceremony yesterday in which the city was recognised for its fantastic horticulture and outstanding green spaces.

Aberdeen won the top award at the digital ceremony for the competition following a visit in August by judges Stan da Prato and Andrew Hogarth. The two judges travelled around the city visiting parks, a school, an allotment, and community areas in addition to the David Welch Winter Gardens in Duthie Park.

The judges also awarded the city joint firsts in the Rosebowl 2022 and Royal Caledonian Horticultural Society Award categories, as well as a Silver Gilt Medal for Cove in Bloom and a Certificate of Recognition for Brighter Bucksburn.

**In their summary, the judges said that**

"Aberdonians value their parks, and this public support has helped persuade decision makers of the value of green spaces despite ongoing pressures on local authority finance. The fact that two councillors took time to meet the judges emphasised this commitment."

Depute Lord Provost, Councillor Steve Delaney, accompanied the judges on their visit to the winning city. He said: "This is amazing news and even better than we could have hoped for although our wonderful Environmental Services team, led by Steven Shaw, communities and army of volunteers across the city naturally gave us every confidence that we would do well.

"It was an absolute pleasure to accompany the judges on their tour of our beautiful green spaces which we now know are the best in Scotland. It was clear that they were very impressed by what they saw.

"My warmest congratulations to everyone on achieving these wonderful boosts for our city."

Councillor Miranda Radley, Convener of the council's Communities, Housing and Public Protection Committee, said: "These are amazing achievements for our city and wonderful recognition for all the hard work of our staff as well as our Friends groups, schools, businesses, communities, especially in Cove and Bucksburn, and the thousands of volunteers put into making our city's green spaces so attractive."

"My congratulations go out to everyone involved for their dedication to making our city look its best."

This is the first year since 2019 the competition has been held in person due to the covid-19 pandemic.

In 2021, a scaled-back version of the Scottish competition was held with discretionary awards instead of category awards as judges could not go out to places. Aberdeen was awarded a gold medal, The Wright Sustainability Award, and Powis Residents' Group also won a gold medal.

In 2020, Aberdeen was a finalist for Champion of Champions award in Britain in Bloom but the competition was cancelled due to the pandemic.

This year, the city was judged on its horticulture and environmental responsibility which is the work carried out for the Council's climate plan, carbon reduction, and other similar projects.

**Beautiful Scotland is organised by Keep Scotland Beautiful and more information is available at [Keep Scotland Beautiful](#)**



## BOOST FOR CITY AS TALL SHIPS SET SAIL FOR ABERDEEN ONCE MORE

**Aberdeen has successfully bid to bring the much-loved Tall Ships back to the Granite City in 2025 - for the first time in over a quarter of a century - it was announced today (Friday 18 November).**

The news will bring back happy memories for those who remember when the city previously hosted the hugely popular event in 1991 and 1997 and is the result of the partnership by Aberdeen City Council, Port of Aberdeen and Aberdeen Inspired which has received support from organisations across the North East.

The announcement sends a clear message on Aberdeen's credentials to host an international event on this scale. As the only UK host port, it will attract interest from all over and is a key element of the overall plan for Aberdeen to attract international conferences, festivals and events.

An audience of half a million people from near and far is expected while the Tall Ships event is in Aberdeen. They can look forward to seeing between 30 and 50 magnificent sailing vessels, visit a temporary nautical themed village, a crew parade down Union Street, parties, light show and departure celebrations.

Locals and visitors can also look forward to a series of maritime events in the run up to the Tall Ships and whet appetites for the main attraction as the huge organisational asks commences, led by Councillor Martin Greig, Aberdeen City Council's culture lead.

Aberdeen is one of four ports chosen to

host the fleet of ships on a route that will also visit (insert other ports) between June and August. The fleet will arrive and remain in Aberdeen on (insert date) for the four days of events and celebrations.

**Lord Provost of Aberdeen, Dr David Cameron, said:**

"This is absolutely terrific news for the city of Aberdeen. Everyone will join me in looking forward to 2025 and welcoming the Tall Ships back to inspire a whole new generation of Aberdonians.

"This is proof, if any were needed, Aberdeen is nothing if not resilient and our cultural renaissance has played a huge role in helping boost the economy with top class festivals and events such as this.

"Well done to our bid team for their submission which made such a positive impression of the judges."

**Council Co Leader, Councillor Alex Nicoll, said:**

"This is a massive boost to Aberdeen not just to the people of the city who have taken the Tall Ships to their hearts over the years but also to our local economy.

"The importance of our all-year-round cultural offering to our businesses cannot be overstated and, huge events such as the Tall Ships will play a crucial part as we seek diversify our economy.

"The whole mood of the city will be lifted by the news."

Fellow Co Leader, Councillor Ian Yuill, said:

"This is wonderful news and I'm sure I speak for the vast majority of Aberdonians when I say we are thrilled to be able to welcome back the Tall Ships to Aberdeen.

"Our task now between now and 2025 is to ensure a seamless transition of the harbour from one of the UK's busiest ports to a scene of spectacle, festivity and learning.

"With our vast experience of successfully hosting events of national and international significance in recent years, we have every reason to be confident that the Tall Ships will be every bit as successful as previously."

The winning bid highlighted how Aberdeen, as a forward-looking international city came alive during the previous visits of the majestic sailing ships to the harbour whose extension is currently nearing competition and will enhance the occasion in three years' time.

The bid team also focused on Aberdeen's expertise, experience and capacity for hosting and managing world class events such as the Tour of Britain, BBC Sports Personality of the Year, Nuart and Spectra, the city's facilities and thriving cultural sector and above all the enthusiasm of Aberdonians for welcoming the Tall Ships back.

Fundamental to the success of the event is the participation of young people as trainees. Working with the organisers Sail Training International, young people will have the opportunity to become onboard trainees and learn nautical skills while

others will have the chance to volunteer to help ensure the event is a great success once again.

**Bob Sanguinetti, Chief Executive, Port of Aberdeen, said:**

"The Tall Ships Races is a spectacular event, and we are proud to be a host port in 2025. Many people have fond memories of the Tall Ships visiting Aberdeen and bringing it back to the city after almost 30 years is an incredible opportunity.

"We look forward to working with Aberdeen City Council, Aberdeen Inspired and stakeholders from across the region to deliver an event that will benefit local communities, create wider economic prosperity, and engage a new generation of young people in the city's rich maritime heritage."

**Adrian Watson Chief Executive at Aberdeen Inspired said:**

"Aberdeen Inspired was delighted to bring the proposal to Aberdeen City Council and

Port of Aberdeen, both of whom showed great ambition and vision in working with us in submitting the now successful bid, that will bring the largest family free event of its kind in Europe back to Aberdeen in 2025.

"The hard work begins now, with the very real potential to build in a multitude of Tall Ship legacy projects that will benefit not only the city, but wider north-east and country."

## SOUTH AYRSHIRE SPORTS AWARDS 2022 WINNERS ANNOUNCED

The South Ayrshire Sports Awards returned this year, celebrating those who make a positive impact to the sporting communities across South Ayrshire.

The return of sports and physical activities after COVID-19 restrictions meant a busy year for our Thriving Communities service and all of the coaches, volunteers, clubs and schools. The awards recognise and highlight the fantastic work and achievements of our sporting superstars, who continue to go above and beyond to help make sport and physical activity accessible to all.

This year, the ceremony was held on Thursday 1 December at Troon Concert Hall, allowing the sporting community to come together to share the excitement of the evening.

Danny Gibbons took home the 'Lifetime Achievement Award', which is presented to an outstanding individual who has made an exceptional contribution through a lifetime dedicated to sport and physical activity. Danny has been an integral part of Ayr Storm Basketball Club since 1997, playing in their first ever competitive game. Since then, Danny has also helped to run the club, as well as becoming a qualified referee and table official. In an effort to expand the club and become more inclusive, Danny was instrumental in involving young male players, in addition to inviting female basketball players to join the Ayr Storm family. Due to Danny's commitment, the club is going from strength to strength and has provided numerous opportunities for its rising stars.

The 'Disability Coach' award was presented to Michele Strachan, for her inspirational work as a coach at Tams Brig Judo Club. The club has members of



all ages and abilities and regardless of disability, all members are in mainstream classes. Michele devotes time to tailor the Judo syllabus to ensure that members are treated as individuals and encouraged to participate in a sport they enjoy, regardless of any barriers they may face.

The 'Sue McClure Recognition Award' was awarded to Nicola Russell for her passion and dedication to her training and sport. Nicola is involved in a number of sports clubs, competing at a high-level. A talented athlete, Nicola has an array of medals to her name in a range of sports including wheelchair racing and taekwondo. Nicola also helps to coach young wheelchair racers at Inspire sessions in Ayr after recently completing an assisted coaching qualification with Scottish Athletics. Nicola pushes the boundaries and proves that anything is possible.

**Councillor Brian Connolly, South Ayrshire Council's Portfolio Holder for Sport and**

**Leisure said:**

"Congratulations to all the winners and finalists of this year's South Ayrshire Sports Awards. The last couple of years have been challenging for the sporting community, however, thanks to the dedication of the coaches and volunteers who support our clubs, our local communities continue to grow with endless opportunities.

"The benefits of sport on physical and mental health are becoming ever more apparent and our Thriving Communities service enables people in South Ayrshire to lead active, happy and healthy lives. I'm therefore delighted that we are able to recognise the efforts of everyone involved, our unsung heroes."

The full list of winners and finalists is available at: <https://www.activesouthayrshire.co.uk/cv/awards/sports-awards/>





## WALL OF HONOUR CELEBRATED AT OFFICIAL OPENING OF MEADOWBANK



The new Meadowbank Sports Centre was officially opened at a special ceremony today (Friday 4 November) by City of Edinburgh Council Leader Cammy Day.

The new £47m centre is a state-of-the-art community sports facility built on the site of the original Meadowbank, which closed in December 2017. The new Meadowbank opened its doors to the public in July this year and features a wide range of enhanced facilities and will support physical activity, sport, health and well-being in Edinburgh for generations to come.

The new venue supports accessible participation and has improved indoor facilities with two multi-sport halls with seating, a gym and three large fitness studios.

In recognising the legacy and heritage of the old Meadowbank and its 50+ years of sporting history a Wall of Honour has been unveiled in the atrium featuring over 45 names.

The wall honours people who have made significant contributions to Meadowbank's past and its legacy as a sport and community venue. The honourees have been nominated by the public in four categories: Competitive Achievements, Community Service, Professional Service and Special Contribution.

Inductees include sporting heroes Chris Hoy, Lynsey Sharp, Allan Wells and Jake Wightman and sport coaches such as gymnastic coach Maggie Bissett and athletics coach Bill Walker.

Cllr Day was joined by Scott Haldane

from Edinburgh Leisure and Mel Young from sportscotland to welcome partners, elected members and representatives from sport governing bodies and sports clubs and Wall of Honour inductees.

To coincide with the official opening, Edinburgh Leisure will be celebrating with an open weekend at the centre with free activities available from Friday 4 until Sunday 6 November 2022.

Over the weekend, there will be children's coaching, gym, fitness classes, racquet sports, and the running track and athletics area will be available for everyone to come and try for free.

**Council Leader, Cammy Day, said:**

"I'm delighted that with our partners we have been able to provide this fantastic facility which will offer year-round opportunities for both adults and young people to take part in sport.

We are committed to encouraging and enabling everyone to become more physically active and enjoy the associated benefits. It's important for sport to be as accessible as possible for our residents and our investment in fit-for-purpose sports facilities is helping to ensure that as many people as possible can get involved in sport throughout the year.

The Wall of Honour has been a great way for our citizens to pay a lasting tribute to the Meadowbank legacy and to some outstanding individuals who have made a positive impact on sport in the city and gained national and international recognition for Edinburgh. More names will

be added to the wall in the future as we continue to honour those who inspire and deserve to be recognised and celebrated for years to come.

**June Peebles, CEO of Edinburgh Leisure said:**

The team at Meadowbank has enjoyed welcoming customers, old and new to this amazing new facility since we opened our doors on 19 July and the reaction from customers has been very positive. The centre has a large variety of activities on offer, and we have been developing the activity programme in response to demand and customer feedback, ensuring the new Meadowbank Sports Centre establishes itself with a new generation.

And to coincide with the City of Edinburgh Council's official opening on 4 November, we are celebrating the occasion by opening the whole venue for free from Friday, 4 to Sunday, 6 November. There will be children's coaching (football and multi-activity), gym, fitness classes, racquet sports and the running track and athletics area will be available for everyone to come and find out first hand for themselves what all the fuss is about. I would encourage everyone to pay us a visit and join in the fun!

**Mel Young, Chair of sportscotland, said:**

Meadowbank has long been at the heart of sport and physical activity in the City of Edinburgh and it's fantastic to see that tradition continuing with the opening of this magnificent new centre.

At sportscotland we work closely with partners like City of Edinburgh Council and Edinburgh Leisure to ensure that the facilities that we invest in are in the right place and will really meet the long term needs of the community, whether that's an introduction to sport and physical activity, or supporting the aspirations of some of Scotland's best athletes.

This new, inclusive Meadowbank Sports Centre really delivers on that ambition which is why we were delighted to invest £5million of National Lottery funding through our Sports Facilities Fund to support this important project.

## COUNCIL BEGINS PLANNING FOR PROPOSED BRAND NEW AIRSHOW IN 2023 AND ANNOUNCES EVENT CHARITY PARTNER

South Ayrshire Council's officers have been given the green light to start planning for the delivery of a fantastic new airshow event in Ayr in autumn next year. The event forms part of a proposed calendar of events for 2023. The agreement was reached at this week's Audit and Governance meeting where officers provided the panel with information on indicative costs for the delivery of the proposed event, which would see the skies across Ayr shore front filled with some amazing aviation displays.

Several other key elements, including the name for the new airshow, 'The International Ayr Show - Festival of Flight', have been approved.

Exciting plans are now underway to secure some impressive aviation displays for the proposed airshow. Our strategic partner, theSKYLAB, have already noted interest in booking a range of military displays and they've made enquiries about civilian aircraft availability, for what's shaping up to be an exhilarating event.

Officers were also given the go ahead to begin to identify event sponsors.

Our official charity partner for the proposed airshow is The Royal Air Force Benevolent Fund. The RAF's leading welfare charity has been instrumental in supporting serving RAF personnel, veterans and their

families in need since its inception in 1919, providing lifelong practical, emotional and financial support.

**Gavin Davey, RAF Benevolent Fund Director Scotland, said:**

"The International Ayr Show - Festival of Flight is a great opportunity to work with South Ayrshire Council to reach out to the RAF Family who may be in need in Ayrshire, the West of Scotland and across the country as a whole, and let them know about the extensive welfare support offered by the RAF Benevolent Fund. We look forward to working with all those connected with the airshow to make it a huge success."

**South Ayrshire Council's Portfolio Holder for Tourism, Culture and Rural Affairs, Councillor Alec Clark said:**

"The International Ayr Show - Festival of Flight is an event that many local people and visitors have been waiting for, so it's wonderful to begin to see plans develop and it will be great to work in partnership with the RAF Benevolent Fund."

"Attracting tourists is key to making South Ayrshire stand out as a destination of choice. A new airshow, as part of a proposed calendar of events for 2023, would raise the profile of Ayr and the surrounding area, adding to its appeal to

visitors."

**South Ayrshire Council's Portfolio Holder for Sport and Leisure, Councillor Brian Connolly said:**

"This is yet another step in the right direction to bring a high profile event to South Ayrshire. More great events and festivals in the area means increased footfall, and The International Ayr Show - Festival of Flight would certainly do just that.

"I'm also pleased to welcome The RAF Benevolent Fund as our charity partner for the event."

**Leader of South Ayrshire Council, Councillor Martin Dowey said:**

"It's great to see further progress being made towards bringing a spectacular new airshow to Ayr next year. The event would bring a real boost to the local area.

"I'm delighted that The RAF Benevolent Fund has been chosen as our charity partner and it will be a privilege to support this very worthy cause."





## NEW APP HELPS ONEREN LEISURE USERS ACCESS SERVICES WITHOUT WORKING UP A SWEAT

A new app has been launched to improve access to OneRen leisure facilities. The app will allow customers to easily book and manage fitness classes and provides information on venue opening hours and the range of services on offer.

The new app, which is available for download now, has been developed as a direct result of customer feedback and demand and is part of a range of digital improvements to improve customer experience. The app will help users to book classes at venues including the Lagoon in Paisley, On-X in Linwood, Erskine Sports Centre, Johnstone Community Sports Hub

and Renfrew Leisure Centre.

**Nicola McMahon, Marketing and Communications Manager, at OneRen, said:**

"Booking a fitness class at OneRen facilities has never been easier and our new app is designed so that you only break a sweat when you're actually exercising! Customers will quickly be able to see what classes are on offer and whether it's yoga, easy keep fit or something more demanding like mixed circuits or body combat, they can book the session that suits them best.

"The app will provide so much more than that. There are links to our on-demand fitness classes and it will be the first port of call for all our latest news and promotions.

"Customer will soon be able to use the app to gain access to venues, so keep an eye out on our socials and be first to know when this is up and running!"

The app will also provide members with access to their account and full details on their upcoming and previous bookings.

Download now for free by searching for 'OneRen' on the Apple App Store and Android Google Play platforms.

## NEW WHEELED SPORT FACILITIES ARE OPEN

New wheeled sport facilities have opened at Strathclyde Country Park, as part of our gateway feature at Bellshill.

The facilities include a pump track and trials bike area as well as mountain bike skills loops and trails linked to learn to ride areas by an upgraded active travel route.

A natural play area has also been created with a small woodland planted by local youth climate change ambassadors, alongside improvements to the wildflower meadow and new hedgerows created.

Visitors can follow a fun, family nature trail from the gateway site, crossing the South Calder River and taking in the woodland and grassland habitats of the park. It takes around 30 minutes to 1 hour to complete, with interactive interpretation of the local wildlife.

Work is continuing at the gateway to install bespoke sculptures as well as a new car park and active travel information point, which will open in 2023.

Visitors are encouraged to cycle or walk to the new gateway. Until the new car park is completed, the existing car parking off Nathan Street can be used. This is next to the mountain bike trails and the Greenlink, which is an accessible route to the gateway.

The gateway feature is part of the council's masterplan for Strathclyde Country Park and the Country Parks for the Future vision for the whole of North Lanarkshire.

Funding for the project has been provided by SportsScotland, Scotland Loves Local, Smarter Choices Smarter Places, the Place Based Investment Program and the council's Country Parks for the Future



budget.



## ALMOST 100 NEW GOLD STANDARD COUNCIL HOUSES FINISHED

Work has totally finished and tenants are moving into a development of new council flats which are part of a programme building 2,000 new council houses across Aberdeen.

The development at Auchmill near Bucksburn is one of nine sites across the city where Aberdeen City Council is building new council houses – the only council in Scotland to be building new council houses on this scale and to the Gold Standard.

The Auchmill development will provide 92 homes including a mixture of two to eight people flats and wheelchair-designed flats.

The major project which is providing council homes across the city is one of several sites across Aberdeen which form part of the wider Aberdeen City Council's housing programme aiming to address a long-term shortage of affordable social rented housing in the city.

The homes at Auchmill, with Ogilvie Construction as main contractor, are designed to a Gold Standard level of energy efficiency throughout and low maintenance external amenity spaces as well as creation of a new ramp to the A96 which will provide safer access and support more walking, cycling, and wheeling through Active Travel.

The design specification for Gold Standard requires energy efficient technologies that make homes greener and cheaper to run, enhanced sound transference, and increased natural light.

**Aberdeen City Council Co-Leader Councillor Alex Nicoll said:**

"It is great that work has finished at Auchmill and we hope the new tenants will enjoy their new homes and living in the area.

"These new homes will not only be energy efficient but also low maintenance and built to an extremely high quality in the industry-recognised Gold Standard."

Aberdeen City Council Co-Leader Councillor Ian Yuill said: "These new homes are designed to help meet the areas of greatest demand for council homes, including for families, single people, and wheelchair-friendly.

"I am delighted that high quality council homes of differing sizes suitable for a range of tenants will help make a real positive difference to the lives of residents."

The vision of Aberdeen City Council's new housing programme is to create sustainable integrated communities and places by delivering affordable homes designed for life which meet residents' current and changing needs, while supporting the wellbeing and resilience of tenants.

They will meet the most demand for council properties including flats for single people, flats for families, terraced houses, wheelchair-friendly properties, and a small number of amenity bungalows. They are being designed for exacting standards including housing for various needs, dementia friendly, low carbon, low maintenance, and to meet the Gold Standard.

## BORDERS BUSINESSES COME TOGETHER TO CELEBRATE LIVING WAGE WEEK

Borders businesses have come together to celebrate national Living Wage week and to share their positive experiences of being Living Wage employers whilst encouraging other local businesses to do the same.

Scottish Borders Council hosted a business breakfast at Inspire Learning: Tweedbank, to mark the important week by bringing together local organisations to discuss the benefits of the Living Wage and hear about the experiences of employers and employees who are already paying and receiving it.

Representatives from Scottish Borders College, South of Scotland Enterprise, and Eildon Housing Association amongst others, were present to discuss the importance of the Living Wage group.

The real Living Wage is an independently calculated rate based on the cost of living and is paid voluntarily by employers. The rate is currently £10.90. This is different to the UK government's National Living Wage scheme, which is not calculated according to what employees need to live on. The National Living wage rate is currently £9.50.

One of the latest Borders organisations to become an accredited Living Wage Employer is Duns based Farne Salmon and Trout - the region's largest private sector employer with a core workforce of 700 people.

Farne Salmon is one of many Borders businesses to recently become a Living Wage employer.

Rachael Sudlow HR Business Partner at Farne Salmon said: "Farne Salmon is delighted to have achieved accreditation by increasing our wages to pay the real Living Wage or more, we feel that this is a representation of our commitment to our employees – during this difficult time."

**Carrie Calder, Manufacturing Associate at Farne Salmon added:**

"With the current climate being what it is, Farne achieving the real Living Wage accreditation, is a weight off their employee's shoulders. Knowing that the cost of everything is going up, our wages are helping us to compete with that".

Robin Tatler, Executive Member for Communities and Equalities and Chair of

Scottish Borders Living Wage Group, said: "As one of the major employers in the Borders area, Scottish Borders Council are extremely proud to be an accredited Living Wage employer.

"The aim of the Scottish Borders Living Wage Group is to encourage every employer in the Borders to pay the Living Wage. The best way for us to do that is to set an example for other employers and promote the many benefits of offering a fair day's pay for the work staff do. In the current Cost of Living Crisis, it is vital that we all work together to support the local economy.

"Today's business breakfast has been a fantastic opportunity to bring together like-minded organisations to share their positive experiences of becoming accredited Living Wage employers."

**Christine McCaig, Interim Manager at Living Wage Scotland, said:**

"We are delighted to be celebrating the growth of the Living Wage network in the Scottish Borders as part of Living Wage Week this year.

Ensuring that staff are paid at least the real Living Wage is the single most important thing employers can do to support their people with rising living costs.

Businesses who pay the real Living Wage reap the benefits in terms of better recruitment and retention, less sickness absence and a more motivated workforce while helping to redistribute wealth more evenly and boost the local economy."



## SIR GEOFF PALMER RECEIVES THE EDINBURGH AWARD 2022

**Professor Emeritus and Chancellor of Heriot-Watt University Sir Geoff Palmer has been presented with the prestigious**

Edinburgh Award 2022 in a ceremony at the City Chambers this evening (Monday 14 November).

The coveted annual award honours an outstanding individual who has made a positive impact on the city and gained national and international recognition for Edinburgh.

Surrounded by family, friends and invited guests, Sir Geoff received an engraved Loving Cup from Lord Provost Robert Aldridge and was reunited with a set of his handprints preserved in stone in the City Chambers quadrangle.

The Edinburgh Award celebrates Sir Geoff's ground-breaking contributions to academia, and his indefatigable defence of human rights in Edinburgh and beyond.

Sir Geoff has a long association with the city of Edinburgh, he first arrived in the Capital in 1964 to pursue a PhD in Grain Science and Technology jointly with the then Heriot-Watt College and the University of Edinburgh. Upon completion of his doctorate in 1967 he began working at the Brewing Research Foundation where he developed the industrial process of Barley Abrasion and pioneered the use of the Scanning Electron Microscope to study cereal grains. In 1977, he returned to Heriot-Watt University as a staff member and gained a DSc degree for his research work in 1985. In 1989 he became the first black professor in Scotland and remained in Edinburgh until his retirement in 2005. In 2021 he was appointed Chancellor of Heriot-Watt University.

Sir Geoff was knighted in the 2014 New Year's Honours for services to human rights, science, and charity. In 2018, he was appointed Jamaica's first Honorary Consul in Scotland and is the 2020 recipient of the Jamaican national honour, the Order of Distinction (Commander Class).

Between December 2020 and June 2022, Sir



Geoff chaired the independent Edinburgh Slavery and Colonialism Legacy Review Group whose work has been vital in profiling the Capital's historic links with Slavery and Colonialism in the public realm. The findings and recommendations of the Group were endorsed unanimously by councillors on 30 August and the actions they suggest will form the basis of the Council's continued response to these key issues.

Sir Geoff is the 16th person to receive the award, succeeding last year's Fergus Linehan (2021) as well as fellow academics Professor Peter Higgs (2011) and Sir Timothy O'Shea (2017).

**Edinburgh's Lord Provost Robert Aldridge said:**

It's an honour and a pleasure to present one of the Capital's most prestigious accolades, the Edinburgh Award, to Sir Geoff Palmer.

In a career spanning over fifty years, Sir Geoff has done much to promote Edinburgh to the world, celebrating the positive impact that higher education has on this city. His dedication and passion for the sciences, activism, and for our city as a whole – its people, its legacy and its future – is an inspiration to us all.

I am delighted that the people of Edinburgh have acknowledged his contributions and have chosen Sir Geoff to receive the Edinburgh Award 2022, an honour which he truly deserves.

Sir Geoff has contributed substantially to the betterment of this great city, and I am confident that his legacy both in academia and activism will live on for many years to come and his handprints immortalised in stone on our very own Edinburgh Award 'walk of fame'.

**Sir Geoff Palmer said:**

This award is more than a great honour; it is a recognition of all the people whose goodness has contributed to my life and work. I arrived in Edinburgh as a research student in 1964 and I thank the City of Edinburgh Council for all it has done for the community.

As part of the Edinburgh Award ceremony, Hannah Lavery, the Edinburgh Makar, recited a poem in Sir Geoff's honour.



## HELPING YOUNG PEOPLE TO DEVELOP WORK SKILLS

Within **E W Edwardson (Elect Cont) Ltd** we are committed to encouraging the next generation of electricians.

Working for various local authorities has given us the chance to commit to taking on students from school or college on work placements and give them the opportunity to get a real insight into our trade. This has

been extremely successful with several of the work placements now being employed as full-time apprentices.

Each year we commit to taking on at least four apprentices across various area, Perthshire, Dundee, Angus and Fife.

Lucy Telfer, a student from the Angus area, was one of these students who progressed to become an apprentice, from this, her confidence and knowledge gained will stand her well in her future career. Lucy was one of four students that progressed onto our apprenticeship programme in 2022.

**Our Qualified Electricians mentor students and apprentices, transferring their valuable knowledge and skills onto the apprentices. Giving them the knowledge and responsibilities of an electrician working in local authority buildings.**

- Installing, maintaining, and repairing electrical equipment and systems.
- Diagnosing and fixing faults across a range of circuits and equipment.
- Developing good working relationships with other colleagues, trades, and customers.
- Working across a range of environments, both indoors and outdoors.

In this ever-changing industry we promote a corporate culture, this ensures all employees and apprentices require sufficient training and creates a foundation for health and safety procedures, paramount to keeping everyone safe. We believe training is key, so to ensure this, we have developed a robust training plan which is regularly reviewed.

The official route to become an Electrician will be over a period of 4 years, supported by SECTT (Scottish Electrical Charitable Training Trust); Students attend a fully equipped training centre where they will

learn essential theoretical knowledge and practical skills. Alongside a qualified electrician, students will work on-site as paid trainees to build a portfolio of work. Our dedicated management team will have regular reviews with the college and students to monitor development and progress.

As a company we get tremendous satisfaction in the development of a young student who has attended a work placement and then decides to take the path of an apprentice, then onto a Qualified Electrician.

It is extremely satisfying to see them come as a student and develop into a fully qualified electrician putting into practice the high standards, we expect from all our employees.

Over the years we have been rewarded for our dedication to our students by our Apprentices achieving Scotland's "Apprentice of the Year" awards and for this we are very proud of them all.



*E W Edwardson (Elect Cont) Ltd Celebrates 35 Years in the Electrical Industry in 2023, this would not have been possible without the continued support of Clients, Suppliers and of course our dedicated team both past and present – A huge big thank you to you all and best wishes for the coming year.*

Find us at: Boston Road, Viewfield Industrial Estate, Glenrothes, Fife, KY6 2RE,  
Tel No. 01592 775079, web: [www.ewedwardson.co.uk](http://www.ewedwardson.co.uk); Email: [general@ewedwardson.co.uk](mailto:general@ewedwardson.co.uk)



## PERTH AND KINROSS RESIDENTS WERE HONOURED AT AN INVESTITURE CEREMONY IN THE CIVIC HALL

Perth and Kinross residents were honoured at an investiture ceremony in the Civic Hall, Perth recently.

Lord-Lieutenant of Perth and Kinross Stephen Leckie presented the awards with support from Deputy Lieutenants Alex Cairncross and Lieutenant Colonel Andy Middlemiss BEM, who officiated at the ceremony.

Perth and Kinross Provost Xander McDade hosted a civic reception for the recipients after the ceremony.

Lord-Lieutenant Stephen Leckie said: "As His Majesty's Lord-Lieutenant of Perth and Kinross it was a great privilege to present the honours today to such deserving individuals from within our county. The bravery, dedication and desire to help others demonstrated by these wonderful people is an inspiration to us all."

Provost Xander McDade said: "These honours recognise the exceptional people and groups in our communities."

"Whether that is the sacrifices of our Armed Forces personnel or the efforts of volunteers, these awards express our deep gratitude and respect."

### Elizabeth Cross

The Elizabeth Cross and Memorial Scroll were presented to Margaret Roy for Captain JR Moffat, Royal Artillery, who died of his wounds in 1954, sustained during the Malayan Emergency.

This award was created in 2009 to provide national recognition for the families of Armed Forces personnel who have died on operations or as a result of an act of terrorism.

The death of any service person, whatever the circumstances, is a tragic loss to their family and to the Armed Forces as a whole, but the Elizabeth Cross was instituted specifically to recognise the unique challenges that service personnel face on operations and from terrorism, and the particular burden this places on Service families.

The Elizabeth Cross and Memorial Scroll is not only granted to families who have lost loved ones in the recent operations in Iraq and Afghanistan; The Queen's recognition is available to the families of those who died in conflicts dating back to 1948, including the Korean War, the Falklands conflict and operations in Northern Ireland.

### British Empire Medal

Glenys Andrews was presented with the British Empire Medal for services to the Arts in Perthshire.

The Kinross resident recently stood down as president of Perthshire Open Studios.

An established artist, she was invited to join the group in 2011 and became president the following year.

The nomination details from the Cabinet Office described her as "a civic stalwart of

the arts scene."

Perthshire Open Studios is an annual nine-day event held in September involving more than 200 artists and makers across Perth and Kinross and other neighbouring areas.

Each year, 17,000 visitors attend local arts venues because of the event.

It was noted that she has delivered a "flawless" and growing open studios event each year which has brought custom to artists across Perth and Kinross and brought delight to all those who have been enabled to see where and how real art is made.

The BEM recognises how, in an unpaid capacity, Glenys brought "her organisational capabilities, technology skills, tact and diplomacy" to the role of president.

Bankfoot resident Joan Blue was also presented with the BEM, for services to music.

Described by the Crown as "one of the finest Scottish fiddle pianists in recent memory" and was recognised in the Queen's Birthday Honours List for her decades of service to education and music in Perthshire.

Joan had her first piano lesson at the age of 10 and has since then embraced her talent and used it generously to support education, charities and the local and wider community.

She is still performing to this day, entertaining and raising funds for community charities.

Numerous young people been tutored by her and she has been a major influence in the lives of many of those pupils, some who have gone on to enjoy a career in music.

She continues to perform voluntarily for many charity events including for the National Trust for Scotland, Forgandenny Church and the Music in Hospitals and Care charity.

Every year she organises concerts and performs at community events such as St Andrew's Day parties and Burns Suppers.

Dueting with Stella Wilkie, Joan has released several CDs, most recently raising over £4000 for Alzheimer Scotland, just one example of the significant financial impact which Joan has made during decades of fundraising.

Perform in Perth was awarded the Queen's Award for Voluntary Service

Perform in Perth received the Queen's Award for Voluntary Service, the highest award a local voluntary group can receive, and are only the 4th group ever in Perth and Kinross to be awarded a QAVS.

The group, which was founded in 1921 is celebrating its centenary year, organises a huge programme involving as many as 2,800 performers over 12 days every year. And not only do they promote the festival to their pupils, but they make sure instruments are delivered to venues and also help run the competition.

Those honoured include selectors, stewards, programme sellers, fundraisers and those who promote the event. One of them is minutes secretary Wilma Malcolm, who has been volunteering for Perform in Perth for over 60 years.

Many of the volunteers are music teachers from Perth and Kinross Instrumental Music Service who not only promote the festival to their pupils, but they make sure instruments are delivered to venues and also help run the competition.

When the pandemic struck, they were not content with a gradual adaptation to a fast-moving situation but through determination, proactive and reactive leadership, as well as sheer will-power, they fundamentally transformed their modus operandi, in spite of lockdown, and delivered a fantastic virtual festival, enjoyed by thousands.

Perform in Perth is one of 244 volunteer-led groups UK wide (22 in Scotland) to



receive the prestigious award this year.

The Queen's Award for Voluntary Service aims to recognise outstanding work by volunteer groups to benefit their local communities.

It was created in 2002 to celebrate the late Queen's Golden Jubilee. Recipients

are announced each year on June 2, the anniversary of the late Queen's Coronation. Award winners this year are drawn from volunteer groups across the UK.

## EDINBURGH CELEBRATES ENTERPRISE THIS SMALL BUSINESS SATURDAY

This Saturday (December 3) sees the tenth anniversary of Small Business Saturday here in the UK. Small Business Saturday is a grass roots, non-commercial campaign, highlighting small business success and encourages us to 'shop local' and support small businesses in our communities.

Edinburgh is already an excellent place to do business, with the strongest city economy outside London in the UK. According to the Federation of Small Businesses, the Edinburgh Central Scottish Parliament constituency is the 'most enterprising in Scotland' with 10,075 businesses, more than any other in the country.

Since Edinburgh's accreditation as a 'Living Wage City' in 2021, we have seen a record-breaking increase in new accreditations with close to 120 more employers committing to pay the living wage and giving guaranteed direct pay rises to 1,400 workers. More than 580 businesses in Edinburgh are now accredited as 'Living Wage employers', the most of any Scottish city. The Edinburgh Living Wage Action Group was also recently presented with the Outstanding Leadership Award at the Scottish Living Wage Awards 2022.

However, despite these successes we are conscious that many businesses are going through a difficult period, and we are committed to supporting them to the best of our ability.

In advance of Saturday's event, the Depute Lord Provost, Councillor Lezley Marion Cameron has been out visiting small businesses around the Capital.

Pekoe Tea Edinburgh on Leith Walk is run by Jon Cooper and Esther Kungu-Cooper. Their handcrafted blends are made and packed at their tea factory in Leith. Their single-estate teas are sourced from growers and producers from around the world, and they have a growing customer base here in Edinburgh and beyond.

The Scottish Design Exchange on George Street in the city's New Town is a non-profit space where over 300 local artists, designers and creators are represented in



the store. Since its establishment in 2015 SDX has paid out over £3.5 million in sales to artists from across Scotland.

Fabmatrix, run by Fawns Reid and situated in the city's historic Grassmarket, specialises in bespoke, handmade headwear crafted on site in their workshop. Their specialist knowledge of sizing, materials and styles has been developed over many years.

Edinburgh's Farmers Market on Castle Terrace are hosting special Christmas Markets every Saturday in December from 9am-2pm up until Christmas Day (final market will take place on Friday December 23).

Roseburn businesses in conjunction with Murrayfield Community Council in the city's west end are also organising a special Christmas shopping experience on December 8 from 5pm-8pm.

These are just a small reflection of the many thousands of amazing small businesses that make up our city.

**Depute Lord Provost, Councillor Lezley Marion Cameron said:**

"Edinburgh is home to a multitude of amazing small businesses. These firms are the lifeblood of our city's economy, support countless jobs within our communities, offer great customer service, and create vibrancy in our local shopping streets and neighbourhoods.

"As turbulent economic times continue, supporting our small businesses as they

strive to recover from the pandemic, and grapple with rising inflation, and the costs of doing business matters more than ever, and will help sustain and secure the future of many in our city's small business sector.

"The cost-of-living crisis means we are more likely to be spending less on how we celebrate Christmas, and considering what we spend, on what and from where, more closely and carefully.

"With this in mind, and on this Small Business Saturday and throughout the coming year, please let's choose to shop local wherever we can, and proactively encourage our friends and families to do so too.

**Transport & Environment Convener, Councillor Scott Arthur said:**

"Small Business Saturday is a chance to celebrate the innovation and enterprise of firms that make up our amazing and diverse city. These businesses represent the livelihoods of our friends, families and neighbours and it is right that we give them all the support that we can.

"We want to make it simple for residents to access their local businesses through our public transport and active travel networks. This is also a key element of our 20-Minute Neighbourhoods objectives, to allow everyone to live, shop, work, and travel more easily. These neighbourhoods will boost local employment opportunities, while promoting local businesses and working towards our climate targets."



## THE BENEDETTI FOUNDATION DELIVERS WORKSHOPS ACROSS CITY SCHOOLS

Pupils from six schools across Aberdeen got to take part in special music sessions held with tutors from The Benedetti Foundation.

This week hundreds of children participated in workshops delivered by the charitable organisation, The Benedetti Foundation, in partnership with Aberdeen City Council's music service and generously supported by Creative Scotland

The Foundation delivered 3 days of workshops in primary schools, aimed at introducing pupils to the fundamentals of making music, the basics of pulse, rhythm, pitch and harmony, and encouraging them to share their own views as to what music means to them, and how it relates to the wider world about them.

Alongside the workshops, the foundation provided training for primary school teachers, training for music instructors and Strings Day where young people who play string instruments came together at the Beach Ballroom which included a sharing session for families.

Young people from Big Noise Torry and from Aberdeenshire schools also attended the event at the Beach Ballroom.

**Aberdeen City Council Education Convener, Councillor Martin Greig said:**

"Nicola Benedetti has been extremely generous in establishing this foundation.

"She is creating a wonderful educational

legacy that will benefit music for many years to come. We are extremely grateful for this support which will increase opportunities for learning and developing music skills in the city. This really helps our aspirations to make Aberdeen a centre for music."

**Education vice-convenor Councillor Jessica Mennie said:**

"We are delighted that the foundation ran these sessions for pupils across Aberdeen.

"Music is a fantastic medium for learning and inspiring creativity and I'm certain the pupils involved all had a wonderful time."

**David Munn, Tutor, The Benedetti Foundation commented,**

"We had a great time working with the young people in Aberdeen who were really focused, listened intently, and had lots of fun together. I hope they enjoyed it as much as we did."

The Foundation was established in 2019 by inspirational Scottish violinist and dedicated music education advocate Nicola Benedetti, who was born in Irvine and grew up in West Kilbride.

The Benedetti Foundation delivers transformative experiences through mass music education and aims to ensure equal access to music participation and appreciation for all.



## HISTORIC MUSEUM TO GET SIGNIFICANT REPAIRS

A historic museum rumoured to be Aberdeen's most haunted is to get extensive repairs worth a total of £1.36million, a committee has agreed.

The work to the grade A listed Tolbooth, which is an historically important asset for the city and one of the city's oldest buildings, will protect the Grade A-listed structure and allow the museum to reopen.

Aberdeen City Council's Finance and Resources Committee agreed to the repairs after it heard the building - properly the Warehouse Tower of the Tolbooth which was built between 1616 and 1629 - has been closed since the start of the pandemic.

Unlike other cultural venues, it did not reopen as a large crack to an internal archway on the ground floor was found which was considered a potential risk to health and safety. Furthermore, there were also extensive repairs required to other external parts of the building including the roofs, stonework, parapets, and pointing.

**Aberdeen City Council Co-Leader Councillor Ian Yuill said:**

"We are delighted the work is to be carried out on the Tolbooth Museum which is one of the oldest buildings in the city with a

rich and varied history.

"It played significant role to play in the 1745 Jacobite rebellion and is now Aberdeen's Museum of Civic History so it is right and appropriate we ensure the building is fit for purpose now and for future generations."

The repair work which was agreed includes; structural repairs; brushing down; removal of rusting; repointing; removal of previous mortar repairs; repair or replacement of the flat roof; and the stripping away of the lead covered spire.

The report to committee said parts of the Tolbooth date back to 1615 and is one of the oldest buildings in Aberdeen, and it forms part of Category A listing for the Town House.

The Statement of Special Interest reads: 'Aberdeen Town House, including municipal offices, court house, Tolbooth and city chambers, is a significant example of civic architecture and is of outstanding importance because of its fine and influential Scots baronial design with exceptional interior scheme, conceived by the highly respected architects Peddie and

Kinnear.

'The imposing scale of the building with its landmark tower and its striking grey and white 1975 extension, dominates the east end of Union Street in Aberdeen city centre.'

'It incorporates an early 17th century Tolbooth, one of the oldest buildings in Aberdeen and its integration with the newer Municipal buildings provides a connection between the old burgh of Aberdeen and the new-found confidence and wealth of the 19th and 20th centuries. It is the embodiment of civic affairs in Aberdeen.'

**More historic information on the Tolbooth Museum can be found in the Jacobite Trail Guide at Aberdeen Jacobite Trail.pdf ([aberdeencity.gov.uk](http://aberdeencity.gov.uk))**

## "OBVIOUS" NAME OF NEW PERTH-BASED MUSEUM REVEALED

A public search to name the new museum being developed in Perth City Hall has concluded, with more than 60% of the respondents voting for a name that encapsulates the stories and the history of the building: Perth Museum.

**A spokesperson for Perth Museum said:**

"It may seem like the obvious choice but we wanted to hear from the people of Perth and Kinross, from people old and young, from all corners - and they spoke out loud with more than 450 submitting ideas, so we listened. From the start there was a clear favourite, so despite some brilliant suggestions including The Victoria Drummond Museum and The Sparkling Museum of Perth, suggested by Rhys from Tulloch Primary School.

Public consultation included packs sent to schools with bespoke colouring sheets, a video and information about the contents of the museum. There was an online campaign and leaflets were delivered to key areas around the new museum. There was also the opportunity to suggest your favourite name offered in many libraries.

Alongside this change, the existing much-loved Perth Museum and Art Gallery on George Street will be rebranded as Perth Art Gallery. The social and natural history collections currently on display will be moved over to Perth Museum.

The two institutions will complement each other to enable a richer and more inclusive exploration of the region's past, present, and future. Perth Museum will tell the story of Perth & Kinross' ancient roots through social and natural history with the iconic Stone of Destiny, also known as the Stone of Scone, at its heart. Perth Art Gallery will focus on modern Scots through the development of art and design in the region up to the present day.

The new Perth Museum in City Hall and the redeveloped Perth Art Gallery on George Street will double the amount of display space currently available in the Fair City, allowing more objects and artworks to be seen by the public than ever before, with the purpose of driving increased tourism and investment to the region.

To enable further work on the preservation and conservation of objects to be displayed in the new Museum and work to redisplay the art collections in what will become Perth Art Gallery, all exhibition spaces at Perth Museum and Art Gallery on George Street will be closed to the public for three months from January to April 2023. The current Museum gift shop, coffee bar, and lecture theatre will remain open with limited hours for customers and special

events.

A series of outreach events and programmes is also planned to bring the museum out into communities during the closure period. For more details, visit [www.culturepk.org.uk](http://www.culturepk.org.uk)

Perth Museum and Art Gallery will reopen in April 2023 as Perth Art Gallery, and the new Perth Museum in City Hall will open in Spring 2024.

**Charles Kinnoull, chair of Culture Perth and Kinross, said:**

"We are delighted to finally be able to announce the name of the new Museum in City Hall and the transformation of Perth Art Gallery. Perth Museum is an ideal name, and the fact it was chosen by local people reflects how committed we are to putting community voices at the heart of the new museum.

"This is a key milestone on the road to transforming the cultural offer in Perth which will bring far reaching tourism and investment benefits to the region and confirming Perth as a must-see destination. We hope this exciting double act of new Museum and new Art Gallery will bring joy and excitement to communities across Perth and Kinross, as well as attracting more tourism and investment to our region than ever before."

**Perth & Kinross Council leader Councillor Grant Laing said:**

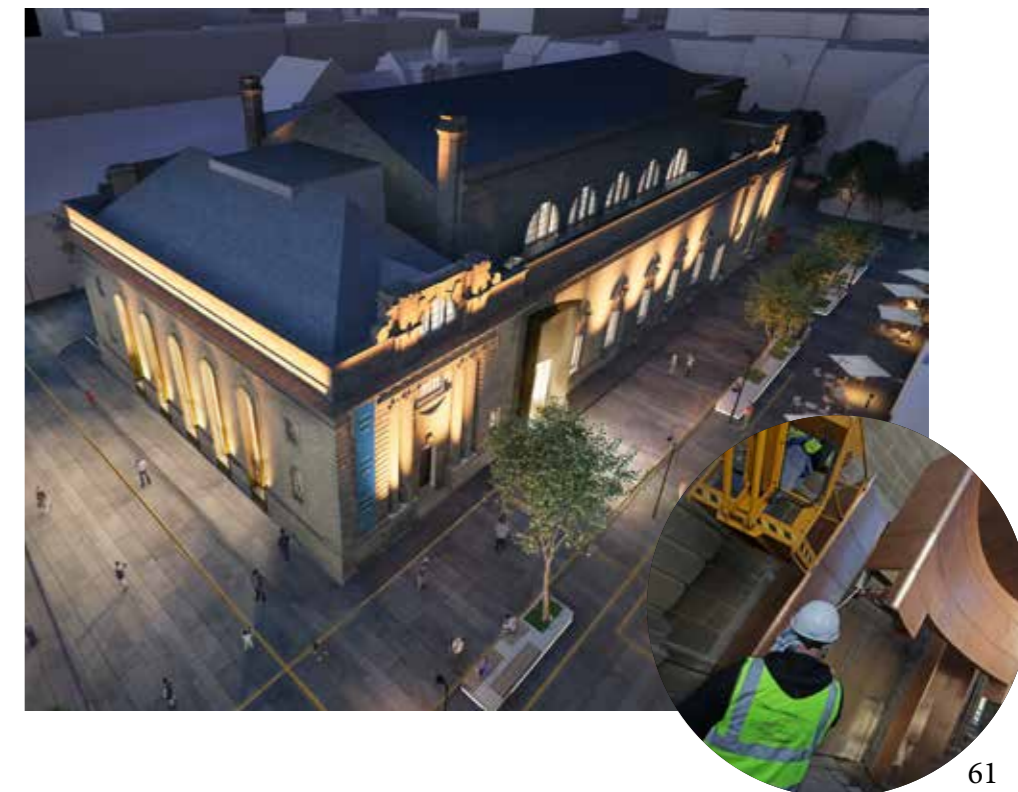
"Perth Museum will be one of Scotland's leading tourist attractions and together with the redeveloped Art Gallery, will bring thousands of people to Perth and will also be two amazing venues our residents can enjoy all year round.

"There was great enthusiasm from the public in naming the new museum, which will be home to the Stone of Destiny, and Perth Museum was clearly the favourite choice.

"The transformation of the former City Hall is now well underway and choosing the name is a significant step towards 2024, when Perth Museum will open its doors to the public for the first time.

"We already have a thriving cultural sector and Perth Museum and the revamped Art Gallery will add to that, making Perth an even better place to live, work and visit."

Perth Museum, which will be managed in partnership between Perth and Kinross Council and Culture Perth and Kinross, is supported by £10 million from the UK Government as part of the Tay Cities Region Deal - a £700 million regional investment programme jointly funded by the UK and Scottish governments and regional partners.



## NEW CITY ART CENTRE PHOTOGRAPHY EXHIBITION NO RUINED STONE PRESENTS "MESSAGE OF HUMAN RESILIENCE, STRENGTH OF CHARACTER, AND ULTIMATELY, HOPE."

This November, the City Art Centre opened a new exhibition of street photography by the artist Paul Duke (b.1965), depicting contemporary life in the Muirhouse area of Edinburgh.

Paul Duke: No Ruined Stone features 38 large-scale black and white photographs documenting the built environment and residents of Muirhouse. It is accompanied by a short film by Julian Ward, in which Paul Duke talks about his work and the experience of creating the series. This is the first time No Ruined Stone has been displayed as a full-scale exhibition, bringing the photographs back to the artist's home city.

Paul Duke grew up in Muirhouse, in the north of Edinburgh, between the mid-1960s and early 1980s. He attended the local Craigroyston High School, where his teachers inspired him to consider art as a possible future career. Drawn to photography, he enrolled at Napier College (now Edinburgh Napier University), before gaining a place to study at the Royal College of Art in London. From here, he established himself as a lens-based artist.



In 2015 Duke returned to Muirhouse to develop No Ruined Stone. This series was conceived as the second part of a photographic trilogy by Duke which examines the social climate in modern-day Scotland. It takes its name from the poetry of the Scots writer Hugh MacDiarmid. For No Ruined Stone, the artist spent time meeting local people and talking with them; reconnecting with his roots and exploring how the Muirhouse community had changed since his own upbringing there.

The exhibition at the City Art Centre presents a selection of 38 photographs from No Ruined Stone. It features views of homes and other architectural structures, surrounded by elements of the natural world. Portraits of local residents punctuate the otherwise unpopulated setting, giving a sense of the community's identity – something that is too often misrepresented in popular culture and elsewhere.

Duke's understated yet powerful images depict Muirhouse at a time of significant urban regeneration and social flux. While

raising issues around social inequality and poverty, No Ruined Stone is underpinned by a message of human resilience, strength of character, and ultimately, hope.

### Artist Paul Duke said:

When I started work on No Ruined Stone in 2015, my greatest wish was to create a narrative that gave voice to the residents of Muirhouse – to challenge misrepresentation by portraying the community and local environment with honesty, fairness and dignity. I wanted to offer personal insight and in doing so, address pressing questions around social injustice. With millions of people up and down the land dealing with the cost of living crisis, I believe that these photographs have taken on new meaning and are now more relevant than ever.

### Curator Dr Helen Scott said:

It's been a real privilege to work with Paul Duke on bringing this exhibition to the City Art Centre. No Ruined Stone is an important body of work that is both hard-hitting and reflective, socially-engaged and highly personal. There is heart and truth in these

photographs, and the images linger with you long after you've seen them.

### Councillor Val Walker, Convener of Culture and Communities, said:

We are delighted to present Edinburgh's own Paul Duke: No Ruined Stone at the City Art Centre. His wonderful photographs will be on display for the first time as a full-scale exhibition and I'm sure visitors will be captivated by the series on contemporary life in the Muirhouse area of the Capital and the changes in the community.

The aim of our City Art Centre is to champion historic and contemporary Scottish visual and applied arts, so I'm delighted that we can display Paul's work in his home city.

The exhibition is accompanied by the publication Paul Duke: No Ruined Stone (Hartmann Books, 2018).

Paul Duke: No Ruined Stone opens on Saturday 26 November 2022, and runs until 19 February 2023. Admission is free.

## GROUND-BREAKING EXHIBITION EXPLORES PIONEERING WOMEN PHOTOGRAPHERS AND FILMMAKERS IN EARLY 20TH CENTURY SCOTLAND

Recently opened at the City Art Centre, Glean, features 125 photographs, eight films and 35 related artefacts by 14 women who worked in Scotland in the early 20th century.

The work is drawn from 17 archives predominantly from Scotland, ranging from Galloway to Shetland. This exhibition aims to show how the women responded with their cameras to life in Scotland's rural communities, cities and beyond. It is the first time their work will have been seen together, and it uncovers a previously untold story within the history of Scottish photography and filmmaking from this period. These women present different accounts of Scotland, covering both rural and city places and communities. The exhibition will show the breadth of their photography and filmmaking, offering a critical analysis of their work.

The exhibition groups the work under four themes: nature, landscape and travel looks at the ways the women were keen observers of nature and landscape, including working the land. Capturing Scotland shows how the women captured the shift from traditional to modern life in both urban and rural contexts. Recording Community looks at the works of two of the women in particular, Margaret Fay Shaw and Dr Beatrice Garvie, who lived for long periods of time in the communities they were recording. Women and Society looks at how, as photographers and filmmakers, they portrayed the role of women in rural and urban societies.

From rural Scotland, we see a portrait of Shetland from Jenny Gilbertson; Margaret Fay Shaw's portraits of sisters Màiri and Peigi MacRae and their life in the small village of North Glendale, South Uist; to the wanderings of M.E.M. Donaldson in her walks with her camera across the Highlands and Islands of Scotland. In a time where islanders and highlanders were represented purely as 'type', the work of these women presents them as real people and equals, an intimacy afforded by living in their communities over a long period of time. Through their lens we can also glimpse the issues of the time, from the recording of protest marches by Helen Biggar and Christina Broom, to the housing conditions of the lower classes through Ruby Grierson and the interwar years in Marion Grierson's films. Rural and city

work, industry and trade are represented in particular by Violet Banks, Margaret Watkins, Margaret Fay Shaw and Jenny Gilbertson. Isabell Burton MacKenzie was The Highlands Home Industry travelling organiser from 1911-14. Using a Kodak Vest Pocket camera as an aide memoire, she visited the homes of islanders involved in craft, to encourage them to sell their work directly through exhibitions on the mainland through The Highlands Home Industry initiatives. Dr Beatrice Garvie, who was the medical doctor for North Roaldsay, Orkney, for 15 years, recorded the work and significant community events in the island.

The exhibition alludes to the different contexts the women were working in, from those who were independent to those working in or with industry. This was, of course, during a period when only some women over 30 had the vote in 1918, with all women over 21 being granted the vote in 1928, the early women photographers and film-makers were forging a different path to that expected of their gender. For example, Banks and Broom sustained their own commercial photography studios, whilst the Grierson sisters worked through their brother documentary maker John Grierson's national government and industry financed film initiatives.

The exhibition curated by Jenny Brownrigg, Exhibitions Director at The Glasgow School of Art, is a partnership project with City Art Centre. There is a programme of events accompanying the exhibition which brings together other researchers, gallerists and archivists who have championed the work of these women.

### Culture and Communities Convener Cllr Val Walker said:

Glean promises to be an empowering exhibition that looks back on the wonderful work of female photographers and early filmmakers who were creating an important legacy in a male dominated field. The women featured played a huge part in the photography history of Scotland and Glean invites viewers to find out more about these inspiring women and it's fantastic to see the accomplishments of these extraordinary practitioners.

### City Art Centre Curator, David Patterson said:

The City Art Centre is delighted to be



staging this exhibition in partnership with Glasgow School of Art Exhibitions Director, Jenny Brownrigg. We were really intrigued by Jenny's original proposal to tell the story of these pioneering women, and to bring their work to a wider public. The proposal also fitted so well with other photographic exhibitions being staged at the same time, providing a national and historical context to the two other displays which have a definite Edinburgh focus. We are confident that visitors will find the exhibition of real interest, as well as the accompanying events programme which enables a deeper exploration of the work of some of the artists.

### Jenny Brownrigg, the curator of 'Glean' said

I am delighted to be working with City Art Centre for this exhibition and am grateful to all the lenders. I hope that the exhibition shows the women's different motivations for making their work. Seen together, their photography and films show different stories about Scotland.



## DIGITAL PAYMENT NOW AVAILABLE FOR PARKING IN PAISLEY



Parking in Paisley can now be paid for online or by phone following the introduction of RingGo to car parks and on-street spaces.

Anyone parking in Paisley town centre can pay using the RingGo app, the RingGo website or by calling 0141 437 8378 – with cash payments still available from pay machines on site.

A ticket does not need to be displayed when paying by RingGo as parking attendants will check the license plate on their handheld devices, but a ticket is required when paying by cash.

The Free for Three pilot remains in place at Orchard Street, Weighhouse Close, Hunter Street (upper and lower), Oakshaw, School Wynd and the Lagoon Leisure Centre, with the first three hours of parking after 10am at these locations provided for free and any additional time paid for as normal.

**Councillor Michelle Campbell, Convener of Renfrewshire Council's Infrastructure, Land and Environment Policy Board, said:**

"We want to provide people using our car parks with additional forms of payment as we know it's not always possible to have change ready to use.

"RingGo allows people to pay via their app, online or by phone and should make the

process easier for those who are parking in our car parks regularly.

"You will still have the opportunity to pay by cash if you'd prefer, but the option for digital payment is a great step forward and should support people to park in Paisley town centre and visit our local businesses."

RingGo is the UK's top parking app with millions of users nationwide and is already used in a range of other local authorities, including Glasgow, Edinburgh and South Lanarkshire.

**Chris Head, RingGo Business Development Manager, said:**

"We are delighted to begin offering our convenient parking payment option to the residents and visitors of Renfrewshire.

"RingGo is proud to partner 11 further Local Authorities across Scotland, and we know that many motorists who travel to and through Paisley and the surrounding areas will already be familiar with the service."

For more information, visit [www.renfrewshire.gov.uk/parking](http://www.renfrewshire.gov.uk/parking).

## IMPROVEMENT WORKS COMPLETED ON ACTIVE TRAVEL ROUTE IN ARBROATH

A stretch of the National Cycle Network Route 1 (NCN1) path at Elliot Links, Arbroath has been revamped by Angus Council, to alleviate previous flooding, creating a safer, more accessible path.

The work included raising the level of the coastal foot/cycleway by building up the level of the path along a section of the NCN1 that floods regularly. The path now has a new recycled bridge replacing the previous concrete slab to take pedestrian and cyclists over the burn at Arbroath Golf Course, keeping feet and wheels dry.

**Cllr Serena Cowdy, Local Councillor for Arbroath West and Angus Council's Spokesperson for Environment, Tourism and Active Travel said:**

"It's great to see this upgraded route transformed and now ready for everyone to use and enjoy. It's an important route for people travelling from Arbroath to Easthaven, on to Carnoustie and Monifieth, and back again and was too often impassable and unsafe due to flooding.



"By making the route suitable for use all year round, active travel becomes a viable and enjoyable way to travel for people living and working in the area."

The verges and embankments have been left to naturalise with native wildflowers from the surrounding area as requested by Naturescot, one of the consultees of the process, as the site adjoins the Elliot Links Site of Special Scientific Interest. Sustrans who look after the national cycle network and the Scottish Environment Protection Agency were also consulted, and their requirements were also incorporated into the scheme.

## GREEN LIGHT FOR UPPER PORT GLASGOW 20MPH ZONE

**A NEW 20mph speed limit zone in upper Port Glasgow has been given the green light by councillors.**

Members of Inverclyde Council's environment and regeneration committee unanimously agreed to the change for parts of Slaemuir, Bardrainey and Mid Auchinleck, which was put forward in response to safety concerns.

The 20mph zone idea was developed in partnership with active travel organisation, Sustrans Scotland, and is part of a wider plan that will also see the introduction of traffic calming measures, including speed bumps, lines and signage along Auchenbothie Road, widening of pavements and rerouting of the National Cycle Network 75 (N75).

Sustrans will also fund more than two-thirds of the overall costs of the project with a grant of £150,000 towards the estimated total of just under £230k.

Council officers will now prepare a speed limit order (SLO) to reduce the speed limit to 20mph and undertake a consultation on

the proposed traffic calming measures in accordance with legislation.

Councillor Michael McCormick, Inverclyde Council's convener of environment and regeneration, said:

"This initiative has many benefits, primarily road safety and encouraging active travel.

"Safety is of paramount importance and this area of upper Port Glasgow has schools, shops, houses and churches nearby so a reduced speed limit can only be beneficial for pedestrians and road users.

"The re-routing of the N75 cycle track and other associated improvements will also make it easier for and encourage active travel, such as cycling, walking or 'wheeling', and this can only be of benefit to residents and visitors alike."

The initiative will see the N75 re-routed from Montrose Avenue along Auchenbothie Road towards Dubbs Road where there will be a new crossing installed.



The full report is available within agenda item 11 at [www.inverclyde.gov.uk/meetings/meeting/2497](http://www.inverclyde.gov.uk/meetings/meeting/2497) and the meeting is available to watch on the council's YouTube channel at [www.youtube.com/watch?v=UvjMjPqzDA](https://www.youtube.com/watch?v=UvjMjPqzDA).

## WINTER PREPARATIONS UNDERWAY AS RENFREWSHIRE GETS READY FOR WINTER

Gritting teams in Renfrewshire are ready to deal with the winter cold snap as preparations continue to ensure the area is ready for winter.

Nine gritting vehicles will cover more than 850km of roads across Renfrewshire on a priority basis throughout the winter period, with more than 3700 tonnes of grit stored and available to keep Renfrewshire moving.

Last winter, local favourites including Ploughlo Grittini, Tony Gritzpatrick and Thawin' Batty gritted more than 30,000km in Renfrewshire as the gritters work on a 24/7 basis to keep the roads network safe from snow and ice.

Councillor Stephen Burns, Depute Convener of Renfrewshire Council's Infrastructure, Land and Environment Policy Board, said:

"Our teams work incredibly hard throughout the winter to keep Renfrewshire moving, but it's made easier by the preparations they put in place ahead of time.

"We've got more than 3,700 tonnes of grit stored that is ready for use when icy weather arrives, with more available to order should it be required, and our teams monitor the weather 24/7 to ensure we can get out in advance of the temperature dropping.

"With 850km of roads to cover, it is a challenging time. They need to prioritise our main roads, as well as emergency and school routes, but they do a fantastic job in keeping our roads network safe and I thank them for their dedication – it can't be easy working throughout the night in winter conditions."

Gritting forms one part of the area's Ready for Winter campaign which aims to prepare residents and businesses in Renfrewshire for winter weather conditions, while also highlighting the work of frontline council staff who keep services operating whatever the weather.

Ready for Winter also aims to provide residents, businesses and staff with the support they need over the winter period, including information on how to access flu and Covid booster vaccinations; how to prepare your home, your family, or your business for adverse weather; and how to receive support with the cost of living.



Councillor Burns added:

"While we'll be working hard to keep the streets safe from snow and ice, this forms just one part of our preparations for winter and we're working hard to provide our residents and businesses with the advice and support they need this winter.

"Whether that how to get winter vaccinations, seeking energy advice or cost of living support, or identifying how to best prepare in advance for adverse weather, we want to be there to support you.

"We know these are challenging times so we want to provide as much information as possible for local people to ensure they can access what they need this winter, so please visit our website if you need advice or guidance and we will do all we can to help."

For more information on the council's preparations for winter and the support available over the winter period, visit [www.renfrewshire.gov.uk/RenReady](http://www.renfrewshire.gov.uk/RenReady).



## THE CROSS TAY LINK ROAD (CTLR) TEAM PARTNER WITH PERTSHIRE WOMEN'S AID.

The Cross Tay Link Road (CTLR) team has struck up a partnership with Perthshire Women's Aid.

The team will be supporting the charity which helps Perthshire women, children and young people, who are experiencing, or have experienced domestic abuse. This partnership will be delivered through the CTLR community benefits programme which is tied to the main construction of the project.

The charity will now be working with BAM to understand how the team may be able to help enhance the services they offer.

Project main contractor BAM Nuttall has committed to delivering a range of community benefits to groups across the area that will improve the environment, create educational or employment opportunities and support cultural improvement projects.

BAM Nuttall's Communications and Stakeholder Engagement Manager Innes Mackintosh said: 'We're delighted to be working with Perthshire Women's Aid to help them improve the invaluable services

they offer to local vulnerable people.'

The Cross Tay Link Road project involves the construction of a new three-span bridge over the River Tay and six kilometres of new road linking the A9 and the A93 to Blairgowrie and the A94 north of Scone. It also includes the realignment of two kilometres of dual carriageway on the A9 just north of Inveralmond Roundabout.

The new road will significantly reduce traffic congestion and related pollution in Perth City centre while opening up active travel opportunities and will give access to areas around the city for sustainable development.

The charity's Deputy Manager, Cilla Taylor said:

"The range of skills that a company as large as BAM have to offer opens up exciting opportunities for us. I'm looking forward to working with BAM to help

develop and enhance the services we deliver to the community."

**Perthshire Women's Aid have moved into new office and can now be found at Royal British House, Leonard Street, Perth PH2 8HA**

# GREEN CREDENTIALS COME TO THE FORE AS £1.4 IMPROVEMENTS COMPLETED AT ELLON PARK AND RIDE

A £1.4million package of improvements has been completed at Ellon Park and Ride.

Several years in the making, the much-improved and extended hub features an array of pioneering, low-energy green technology and will sit as a benchmark for future transport facilities.

In a UK first, the Ellon Park and Ride features ultra-bright passenger information displays which were designed and installed by Journeo.

The three colour digital bus stop flags show live, 'real-time' travel information, with the latest LED technology ensuring that the signs are readable both in direct sunlight and at night.

As well as providing passengers with clear information, the displays are completely protected against the elements and have a life expectancy in excess of 10 years.

Six Papercast displays were installed by Pindar Creative just days before Storm Arwen hit leaving large swathes of north-east Scotland without power for some time.

The council's choice of this 'off-grid' power in the form of long-life batteries will enable the screens to continue operating during future outages.

With industry-leading power efficiency, Papercast displays use no power at all to display an image and only a little power to change an image, making electronic paper one of the lowest power display technologies in the world.

Meanwhile, the three new low-profile enclosed bus shelters installed by Commutaports feature sedum vegetation roofing and solar-powered LED lighting. The system uses modern battery storage methods to charge the batteries in the most efficient way resulting in green energy that provides greater light output with lower power requirements.

Sedum planting can help reduce pollution by holding airborne contaminants or windblown particles and prevent them from being dispelled through water running from the roof. The durable shelters give excellent structural strength and high corrosion resistance, with the shelter being fully recyclable.



CLLr Iain Taylor, chair of Aberdeenshire Council's Formartine Area Committee, said:

"The green technology incorporated in the new Ellon Park and Ride is hugely-impressive and I congratulate both our services and contractors for designing and constructing this wonderful facility in what continue to be very challenging times.

"There is absolutely no doubt that through our close partnership working with Nestrans and Stagecoach, Aberdeenshire continues to lead the way in developing and promoting Park and Ride as an effective and affordable transport option enabling passengers to combine car, bus and rail journeys."

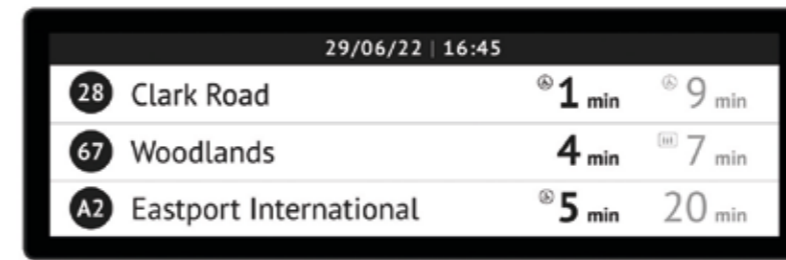
CLLr John Crawley, chair of both the council's Infrastructure Services Committee and Nestrans, added:

"The site at Ellon has been a successful Park and Ride facility for many years, thanks to the effective partnership working between Aberdeenshire Council, Nestrans and Stagecoach. For over 20 years now it has provided a focal point for bus services in the area, with frequent services into Aberdeen, helping to cut congestion and emissions.

"Offering Park and Ride sites like Ellon, which are convenient, accessible, and well-served, is a key part of the wider solution to encourage mode shift and reduce single car occupancy. The extension to the site has been in the planning and construction phase for some time now and so it is good to see it open for users. Nestrans is pleased to have been able to support the funding of the project and I look forward to the continued success of this facility."

Peter Knight, managing director at Stagecoach Bluebird, commented:

"It is fantastic to see these developments from Aberdeenshire Council at Ellon Park and Ride to make travelling by bus even easier. The facility in Ellon has been our most popular Park and Ride site in the north east of Scotland for almost 10 years and we look forward to welcoming even more passengers on board our frequent services to Aberdeen from the Park and Ride."



## Real-time passenger information

E-paper is now becoming the de-facto technology for applications where transport providers need to get dynamic or real-time information to customers in a sustainable manner, and at locations where mains power is not readily available.

- High resolution and high contrast with excellent readability in bright sunlight
- Very low energy with solar, long-life battery or mains-powered options
- Connect via wireless technologies so can be installed completely off-grid
- Content can be changed effortlessly using the intuitive CMS
- A new 28" display offers a sustainable alternative to power-hungry LED 3 and 4 line signage

Pindar Creative is a leading expert in promoting active and sustainable travel including RTPI, wayfinding, walking and cycling maps, and data-driven public transport publicity.

[www.pindarcreative.co.uk](http://www.pindarcreative.co.uk)  
[info@pindarcreative.co.uk](mailto:info@pindarcreative.co.uk)



## DR MARK RUSSELL APPOINTED AS MEDICAL DIRECTOR FOR SOUTH LANARKSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP



Dr Mark Russell has been appointed as Medical Director for South Lanarkshire Health and Social Care Partnership.

**Soumen Sengupta, Director of Health and Social Care for South Lanarkshire, said**

"I am really pleased to welcome Mark into his new role within the senior leadership teams of South Lanarkshire Health and Social Care Partnership and NHS Lanarkshire. Mark is a highly respected clinician who brings a wealth of expertise and a palpable drive to this key position.

"I am looking forward to the significant contribution that I know that he will make as he builds on the substantial leadership provided by our outgoing Medical Director, Dr Linda Findlay."

**Mark said:**

"I'm delighted to be the new Medical Director for South Lanarkshire Health and Social Care Partnership. I've been the Associate Medical Director for Health and Social Care North Lanarkshire since 2020 which has enabled me to forge strong working relationships with colleagues across Lanarkshire's health and care system.

"I am very much looking forward to joining what I know is a very dynamic team in South Lanarkshire, as well as working

constructively with general practices, dentists, community pharmacists and optometrists in my new role."

Mark graduated from Glasgow University in 2004 and qualified as a GP in 2009. He has worked clinically in NHS Lanarkshire ever since. First in practices in Motherwell and Airdrie for ten years and then as Associate Medical Director for Health and Social Care North Lanarkshire.

He has also previously worked in NHS Education for Scotland as a Research and Development Fellow, and has an ongoing interest in health inequalities, and education and training sparked by this post. He was key in the creation and delivery of the covid-19 vaccination programme during the pandemic and continues to provide clinical input. This was the largest vaccination programme ever undertaken in Lanarkshire.

Mark lives in Lanarkshire and outside of work enjoys spending time with his wife and three young children.

## SOCIAL WORKERS' PRIDE AT LIFE-CHANGING WORK

TWO Inverclyde social workers have spoken of their pride at making a difference to the lives of children and families in the area.

Emma Aitken and Amy Caldwell have shared their experiences of working within the Inverclyde Health and Social Care Partnership (HSCP) service to encourage others to join the ranks.

It comes as the children and families team, based at Princes Street House in Port Glasgow, look to recruit experienced and newly-qualified social workers.

**Emma, who has worked in the service for five years, said:**

"I initially wanted to get involved with children and families social work to help and be a part of promoting change.

"Families in every walk of life all go through different hardships and face different obstacles and I have always stayed clear that my aim is to support and provide necessary guidance.

"The most rewarding part for me is the relationships you build within your practice, families within Inverclyde are allowing you into their lives and trusting you.

"I am proud of the relationships I have with children, teenagers, parents, grandparents and foster carers. I have worked with children ranging from ages 0-18 and I can also say that I am proud of the relationships I have developed working with children and their families in a range of complex and diverse situations. I have seen children and teenagers come through difficult transitions and been a part of supporting them through difficult times.

"I would encourage other people to apply to work for Inverclyde as it is the great start for either a newly qualified social worker or a social worker looking to develop their practice. Inverclyde HSCP have opportunities for great experience, you will become a highly skilled social worker.

"We have a good balance of working from home/working in the office and I have felt very supported my manager and previous managers throughout the pandemic and any difficult periods."



Colleague Amy, who only started working for the service this year, has already had a positive experience in such a short space of time.

**Amy said:**

"I have worked in HSCP's children and families' team since April this year following my final year placement within the team.

"It is a fulfilling role which allows me to see the positive difference we can make with families.

"I enjoy my job due to being able to complete direct work with families and promote positive change whilst supporting families to reach their full potential and develop new skills.

"The HSCP/council is great to work for due to the support provided and the opportunities to further develop my own skills.

"I would encourage others to join the council due to the learning opportunities and experience that comes with working in Inverclyde."

Various social worker roles are currently available within the children and families service, including permanent, temporary, full-time and part-time positions offering competitive salary and benefits.

New recruits will be given full support and the posts come with good career progression prospects.

**Councillor Colin Jackson, convener of Inverclyde Council's social care and social work scrutiny panel, said:**

"The children and families team play such a crucial role in our community supporting young people and their families and you can hear from the testimonies of Emma and Amy just how much of an impact they have on people but also the positive impact they have on them as well.

"It's through first-hand accounts like this that you understand just how rewarding a career as a social worker can be and just how important they are in making a difference to the lives of fellow Inverclyde residents.

"There has been no better time to join the team, whether you are recently qualified or have bags of experience, and you will be supported every step of the way to not only help the children and families you will work closely with but also to realise your own career ambitions."

For more information on the roles available and to apply before the closing date on Sunday 6 November 2022, visit [www.myjobscotland.gov.uk/councils/inverclyde-council/jobs](http://www.myjobscotland.gov.uk/councils/inverclyde-council/jobs).

## COUNCIL LEADER REAFFIRMS THE CAPITAL'S COMMITMENT TO REDUCTION AND ERADICATION OF HIV TRANSMISSION AND STIGMA ON WORLD AIDS DAY

Today (December 1) marks World AIDS Day which has been recognised and celebrated by all United Nations (UN) Member states since its inauguration in 1988. The day also constitutes an official global public health campaign as designated by the World Health Organisation (WHO).

Today at the City Chambers, Council Leader Cammy Day, along with Grant Sugden, CEO of Waverley Care, signed the Paris Declaration on Fast-Track Cities Ending the HIV Epidemic on behalf of the city of Edinburgh. This puts Edinburgh alongside almost 500 other cities around the world who have signed up to the Declaration and are committed to achieving Sustainable Development Goal 3.3 of ending the HIV epidemic by 2030.

Council Leader Cammy Day also took a rapid HIV test in his office, administered by Waverley Care, in order to raise awareness, encourage regular testing and keep the conversation going about HIV and sexual health more broadly.

Here in Edinburgh, NHS Lothian offer detailed advice on getting tested and the range of support that is available.

Our other partners Waverley Care and CREW 2000 also offer a wide array of support services in the city; including drop ins, advice, C:card (free condom/sexual health supplies), counselling and more.

Today, SX (part of Waverley Care) is offering confidential HIV testing in the city centre. From 9am-5pm they will be in Waverley Market and from 5-7pm at CREW 2000 on Cockburn Street.

Waverley Care also have further information on World AIDS Day in Edinburgh including fundraising, events and partnerships.

### Council Leader Cammy Day said:

"I was delighted to sign Edinburgh up to the Fast-Track Cities initiative alongside Grant Sugden of Waverley Care. This represents our city's commitment to reducing and eventually eradicating HIV and the stigma associated with it.

"I'd encourage everyone to get tested regularly and have open and honest conversations with their friends, families,

and peers about HIV.

"I would like to pay tribute to Waverley Care, Crew 2000, NHS Lothian and all our other partners for the fantastic and essential work that they are carrying out in the Capital".

### Grant Sugden, CEO of Waverley Care, said:

"I am delighted that Edinburgh has committed to becoming a Fast-Track City. This is a vital step towards reaching a Scotland with zero new HIV transmissions by 2030.

"Waverley Care is incredibly pleased to be leading on Fast-Track Cities in Scotland. We are joining up Scotland's cities to work together to reach shared goals for HIV transmission elimination, and Edinburgh has an important part to play in this.

"Edinburgh was once known as the 'AIDS capital of Europe', and while we have come incredibly far, more work must be done on areas such as HIV stigma and increasing access to testing.

We hope Edinburgh's commitment will accelerate progress to reach HIV targets and eliminate HIV transmission by 2030."

### Emma Crawshaw, CEO of Crew 2000, said:

"World AIDS day helps us highlight that we can all play a part in working together to end the shame and stigma attached to AIDS/HIV: we know this can be one of the biggest barriers to people accessing prevention, protection, testing support and treatment.

"Having no detectable virus in your blood due to effective HIV treatment means that the virus can't be passed on. Scotland is on its way to becoming one of the first countries in the world to achieve zero HIV transmissions by 2030.

"We support Councillor Day's motion to commit to the Fast Track Cities Initiative, ending HIV-related stigma and new HIV transmissions, and to sign the Paris Declaration committing to coordinated sharing experience and taking action across and between health boards to achieve this goal."

### Dona Milne, Director of Public Health and Health Policy, NHS Lothian, said:

"NHS Lothian is committed to stamping out the stigma associated with HIV and Hepatitis C, and we are fully supportive of the Paris Declaration.

"As Edinburgh officially makes a commitment to become a Fast Track City on World Aids Day, we hope that this initiative will make Lothian, and indeed Scotland a kinder place for people living with HIV and hepatitis C, while also encouraging Scotland to be more open about sexual health."

### José M. Zuniga, President and CEO, of International Association of Providers of AIDS Care (IAPAC), said:

"As Edinburgh signs up to the Fast-Track Cities network this World AIDS Day 2022, we commit to work shoulder-to-shoulder with you to achieve the UNAIDS 95-95-95 and other related targets.

"We also applaud the city's commitment to place people at the centre of the HIV response, including by prioritizing the goal of getting to zero HIV-related stigma and discrimination."



## COUNCILLORS CARRY NALOXONE KITS TO HELP SAVE LIVES

Glasgow councillors are being trained to use Naloxone - a drug which can help prevent fatal overdoses.

Glasgow's Health & Social Care Partnership (GCHSCP) arranged training following a visit to the city's North East Recovery Community by Councillor Declan Blench, chair of the North East Area Planning Partnership.

### Cllr Blench said:

"I recently visited the NE Recovery Community and was really impressed at the scale of the work they do to support people in their recovery. I wanted to see whether there was anything I could do as a councillor to support the community's work, even in a small way. I was invited back to one of their Naloxone training sessions and I thought this is something we, as city councillors, should know how to use and when to use it."

Naloxone is a lifesaving injectable which is used to reverse overdoses. In the past year alone 182 naloxone kits have been distributed in the North East, with more than 5000 kits distributed citywide. Every week there are instances of naloxone being used to reverse overdoses in drug users.

### Cllr Blench added:

"I was pretty nervous about the training because I thought it would be something really complicated but it wasn't. I am amazed at how safe and effective Naloxone is. It's not the solution but it does reduce deaths and helps keep people alive so they can access recovery services, and I firmly believe it should be more widespread.

"I'd love it if people getting ready to leave the house automatically check their pockets to make sure they've got "phone, keys, wallet, naloxone" when they're heading out."

Glasgow has a network of alcohol and drug recovery communities operating across the North West, North East and South of the city. They aim to reduce stigma around addiction, promote recovery by making it visible within communities and upskill people for new and improved lives after addiction.

Every week, some 1500 people attend recovery cafes across the city, supported by 90 volunteers who help them to



maintain abstinence and recovery.

They offer a programme of activity for people in recovery including arts, crafts, massage, yoga, reiki, welfare rights and housing advice, healthy lunches, shared experience sessions, recovery meetings, bereavement, and gambling groups. Children's 1st also provides activities for children during the sessions.

The recovery communities aim to boost people's self-confidence, help them overcome barriers to recovery and develop new skills to increase their employability.

The training for elected members was delivered by Naloxone Peer Trainer, Jimmy and Recovery Project Manager, Steff Kerr.

Jimmy said: "I have been in recovery for nine years and became a Naloxone peer in 2015. Since then, I've delivered Naloxone training in practically every homeless and addiction service in Glasgow. I love delivering the training and it has really helped with my confidence and self-esteem. It was fantastic to train and meet the councillors. I am now in employment but still give as much time as possible to deliver Naloxone training throughout the city as I'm very passionate about saving lives."

Councillor Allan Casey, City Convener for Workforce, Homelessness and Addictions, welcomed the opportunity to have training on the use of Naloxone and is now encouraging others to follow suit.

### He said:

"Most people who take drugs don't take them to die. But the risk is there. The more people who are trained and carry the naloxone kit, the more lives might

be saved. Although it is recognised that involvement in a treatment programme substantially improves someone's chances of avoiding an overdose, having access to naloxone at the time of need can be the difference to life or death.

"Glasgow is still experiencing too high a number of drugs deaths despite having well-established alcohol and drug recovery services to help those whose addiction is so severe they are undeterred by the risk of disease or death.

"The training is helpful and straightforward enough to enable anyone without a medical background to administer it. It's certainly worth doing."

### Steff, Recovery Project Manager, said:

"I have managed a group of Naloxone peers since 2014 and they have trained and supplied Naloxone kits to over 2000 people. I have personally administered Naloxone three times in the past and have witnessed the amazing capabilities of this life saving drug. It has been an absolute pleasure to work with an amazing group of peers and their dedication and passion is limitless. I was so pleased that a number of Glasgow city councillors were prepared to sign up for the overdose training and I'm quite proud knowing there is now a group of elected members carrying lifesaving Naloxone kits."

Anyone who is likely to find someone experiencing an overdose in their family, community, workplace or in a public place can request a Naloxone Kit and be trained in its use.

Further information: <https://www.stophedeaths.com/>

## SOUTH LANARKSHIRE STAFF COMMITMENT AND COMPASSION PRAISED FOLLOWING TREBLE TROPHY SUCCESS

South Lanarkshire Health and Social Care Partnership (SLHSCP) is celebrating a treble haul of national trophies – marking outstanding staff achievement.

The latest silverware came when two local social workers received recognition for excellence in their respective fields. Laura Arthur (pictured front centre) won the Leadership Award at the Scottish Social Services Awards and Megan Cassidy (pictured second row, right) was a finalist in the Bright Spark in Social Work category. The success closely follows a win at the Scottish Health Awards; SLHSCP's Home First programme taking Integrated Care Award, and the Blantyre development coming out on top of the Excellence in Health and Wellbeing category at the Chartered Institute of Housing Excellence Awards 2022.



(pictured top left) echoed the sentiment.

Representatives of the all of the projects were present and formally recognised at last week's South Lanarkshire Social Work Resources Committee, where they received warm congratulations from all members.

Soumen Sengupta, Director of Health and Social Care for South Lanarkshire (pictured centre), led the note of thanks and recognition.

**He said:** "Our health and care services, our partners, our staff continue to face challenges like never before.

"Facing those challenges and doing the best we can by local people and communities relies on our staff collaborating, innovating and having drive."

**Mr Sengupta added:**

"These accolades are concrete evidence of outstanding achievement and exemplary professionalism spanning across our diverse services. That is a source of renewed confidence – and bodes well – for whatever twists and turns we have to collectively negotiate in the road ahead.

"I'm exceptionally proud and privileged to work with outstanding staff and extend my sincere thanks to them – and all our teams and services – who continue to work extremely hard for the people of South Lanarkshire."

Councillor Margaret Walker, Chair of the Social Work Resources Committee

**She said:** "As Chair, I regularly bear witness and hear about the exemplary work of our staff and partners first hand. These national awards are a reflection of the compassion and professionalism of our local teams. They also highlight the rigour, innovation and commitment our Health and Social Care Partnership is bringing to addressing well publicised challenges being encountered across the nation."

### Treble award fact file:

**Win 1:** Laura Arthur won 'Leadership Award' category in this year's Scottish Social Services Awards. Laura has been a social worker for 15 years, in a management role for the past seven and the last four as a senior manager in adult services. Laura is a true inspiration and seeks to bring out the best in others.

Megan Cassidy was a finalist in the 'Bright Spark in Social Work'. Megan is a young and innovative social worker who qualified in 2020. She started off working from home during the early stages of the Covid pandemic, a difficult and challenging experience for any social worker, especially a newly qualified one.

For more info visit: [https://www.southlanarkshireview.scot/news/article/1625/awards\\_recognise\\_commitment\\_and\\_dedication\\_of\\_staff](https://www.southlanarkshireview.scot/news/article/1625/awards_recognise_commitment_and_dedication_of_staff)

**Win 2:** SLHSCP's Home First programme won the Integrated Care Award at the highly competitive Scottish Health Awards. The approach has seen a network of teams,

professions and work steams - spanning the health and social care system - drive towards high quality, co-ordinated care that is person-centred, safe and effective. Home First is a key element of our local response to ongoing pressures.

For more info visit: [https://www.slhscp.org.uk/news/article/226/goldilocks\\_approach\\_secret\\_ingredient\\_of\\_partnership\\_s\\_national\\_success](https://www.slhscp.org.uk/news/article/226/goldilocks_approach_secret_ingredient_of_partnership_s_national_success)

**Win 3:** At the Chartered Institute of Housing Excellence Awards 2022, the technology-enabled housing within the Blantyre development won the award for Excellence in Health and Wellbeing. Our development in Blantyre has been driven by a strong vision for the positive impact that new models of care and new technologies can make to improving people's everyday lives. This Award recognises the exceptional level of commitment demonstrated by our teams and our partners throughout the pandemic in delivering this ambitious project.

For more info visit: [https://www.slhscp.org.uk/news/article/223/national\\_award\\_for\\_housing\\_and\\_care\\_development](https://www.slhscp.org.uk/news/article/223/national_award_for_housing_and_care_development)

The Lanarkshire Care Home Wellbeing Group were also finalists at the Scottish Health Awards. Recognising the profound challenges this workforce was facing in September 2020, a number of key staff working alongside Lanarkshire's care homes responded proactively; by forming a wellbeing group. The group was set up to tailor supports that would be effective, targeted and available to all care home staff, regardless of role or employer/owner.



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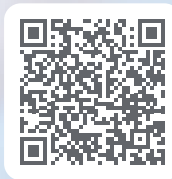
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