

A GREENER GLASGOW IS A FAIRER GLASGOW



2022 GLASGOW CITY COUNCIL MANIFESTO

FOREWORD

We are in a climate emergency.

Climate chaos is causing devastation, but its impacts are not equal. Far worse damage is felt by people who are already marginalised. That's a clear pattern around the world but it shows up in Glasgow too - in who is excluded from decent transport, who is worst impacted by flooding, and who has the resources to cope with skyrocketing food and energy prices.

Climate change is unfair, and that's why we need climate justice now.

A #1 vote for your local Scottish Green candidate on 5th May is a vote for climate action and social justice. It's a vote for urgent action to build a greener and fairer Glasgow.

Glasgow's Green councillors have already made a massive difference.

We've led the city's 2030 net zero carbon target and started turning that into action. That has included funding for 30 permanent car free schools, Europe's largest fleet of zero emissions bin lorries and creating over 40km of new separate cycle lanes across the city.

We've backed those who make Glasgow fairer. We've ended the decade-long freeze in allowances for foster and kinship carers, fought for decent housing for refugees, and set up a tenant-led group to lead rent reform in the city.

And we've empowered communities with actions not just words. Greens secured the funding to fully reopen all of the city's libraries, created a new fund for residents to improve their back lanes, and kick-started local food growing.

You can trust Greens to deliver for your community, for Glasgow and for the planet.

With just seven councillors this term, we punched well above our weight. That's because Greens act with integrity, engage constructively, and get things done. With more Greens in the council, that positive difference will just keep getting bigger.

For a greener and fairer Glasgow, vote Scottish Greens #1 on 5th May.

Martha Wardrop and Jon Molyneux
Glasgow Greens councillor group co-conveners

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GREEN COUNCILLORS MAKE A DIFFERENCE

Your Scottish Green councillors have delivered for Glasgow and our local communities. They have:



Led urgent action on the climate crisis - securing Glasgow's 2030 net zero target, a £10m Climate Action Fund, and committing to divestment from fossil fuels.



Ensured the reopening of Glasgow's libraries, museums and local venues after vital community-led campaigns.



Won funding for local communities, including millions for new play parks, back lane improvements, tenement repairs, local green spaces and food growing.



Declared a rent crisis and put tenants in charge of leading housing reforms.



Secured funding for a free public transport pilot and ensured that all Spaces for People cycle routes will be made permanent.



Increased allowances for foster and kinship carers, which had been frozen for a decade.



Reversed cuts to Citizens' Advice centres and women's aid organisations and won £5 million for anti-poverty work, targeted at the families who need it most.



Worked to make streets safer for children with permanent car-free schools and support for schools "bike buses".



Stood up for migrant justice - opposing evictions, preventing deportations and fighting for decent housing.



Increased investment in recycling for flats and tenements and moved bulk uplift charging to a fairer per-item system.

FIVE REASONS TO VOTE GREEN

1

Only Greens understand the urgency of the climate crisis. Our councillors' track record proves we will take the decisive action needed for a fast and fair transition to net zero - meaning warmer homes, safer streets, and healthier lives.

2

Rubbish piling up on our streets is unacceptable. Greens will change the "Council knows best" culture and co-design solutions to Glasgow's waste crisis together with communities and workers.

3

Glasgow is long overdue a transport revolution - and that means radical action now. Greens will deliver cleaner, greener, publicly-run and increasingly free travel that meets everyone's needs.

4

We know the value of people power. Greens will support communities to organise and get the change they need. We will bring the energy of grassroots activism - from climate strikes to trades and tenant unions - into the city chambers.

5

We will tackle the housing crisis with rent controls, more social housing, and better enforcement powers.

ON 5TH MAY VOTE

Scottish Green Party



1

TAKING LOCAL CLIMATE ACTION

We know that tackling the climate emergency needs real leadership, ambition and action at a local level. This will require integrating climate adaptation and mitigation into all aspects of our life - not as an afterthought. Green Councillors will ensure that Glasgow delivers on the ambitious emissions reduction targets we have set, and, crucially, that action is taken in a way that considers the needs of everyone.

GREEN IMPACT

Since 2017, your Scottish Green councillors have:

- ✓ Spearheaded the Council's response to the climate and nature emergencies and secured Glasgow's 2030 net zero carbon target.
- ✓ Created a Climate Emergency Fund to invest in renewable energy, green transport and restoring nature.
- ✓ Brought the landmark decision to stop investing the Council's pension funds in fossil fuels.
- ✓ Led the development of Glasgow's Plastic Reduction Plan.
- ✓ Increased funding for recycling from flats and tenements.



A JUST TRANSITION TO NET ZERO

To date, Glasgow's progress with cutting emissions has mostly come from national action like moving to renewable power. We can and must do more locally - on heating buildings, making them efficient, and on sustainable travel. Greens will deliver an ambitious, net zero transition plan, creating well-paid green jobs, investing in local supply chains, and laying the foundation for a just and prosperous future, in which no one is left behind. Our focus will be on delivering action at a pace demanded by the urgency of the climate emergency.

Political and policy leadership

We will:

- Establish a Glasgow Just Transition Board incorporating communities, universities and colleges, employers and trade unions, to plan and deliver the jobs and skills needed to end our reliance on fossil fuels. This will include retraining of skilled local workers for net zero priorities like heat networks and energy retrofits.
- Create a new position within the Council of Cabinet Member for the Climate and Nature Emergencies, giving these the political priority they need, and strengthen oversight of climate action with a new Climate, Energy and Just Transition scrutiny committee.
- Publish an update to Glasgow's Climate Plan, setting out a detailed, carbon-budgeted route to net zero. This will focus on reducing emissions, not mitigating them through offsetting measures, and it will set out a much more detailed and action-oriented delivery plan.

Investing in a Green recovery

We will:

- Review the Council's current capital investment plans, including the City Deal, to make sure all investment is targeted at tackling the climate emergency and reversing social inequality.
- Ensure the full, effective divestment of the Strathclyde Pension Fund from fossil fuels and the arms trade, and create opportunities for the fund to invest more locally, including bringing more green infrastructure under public control.
- Make effective use of the Council's borrowing powers and explore the potential to issue green investment bonds.
- Make energy efficiency a major investment priority, expand public and community-owned renewables and local heat networks, and ensure low carbon projects deliver local economic and community benefits.
- Support the development of green hydrogen, which could play a limited but important role in sectors where there are no current alternatives, but oppose risky, unsustainable technologies such as carbon capture and storage.

Warm, green homes for all

We will:

- As part of our commitment to a Just Transition, ensure that retrofit and heat decarbonisation is easy and affordable for everyone and that the costs for those in fuel poverty are met in full.
- Require all new homes to meet Passivhaus or other net-zero standards, be connected to public transport, city cycle networks and walking routes, and be built in areas that are not in flood-risk zones. This will apply to all homes built from 2022 onwards.
- Work with the Scottish Government to ensure a minimum energy performance certificate grade C for all homes at point of sale or rental from 2025, with a target backstop date of 2030 for all properties, including those in mixed tenure blocks.
- Scale-up existing energy efficiency and green heat programmes, taking a cost-effective whole street approach, and support 'people powered retrofits' based on co-operative principles to maximise local impact.
- Expand support for district heating networks, and require new developments over a certain size to incorporate district heating.
- Address embedded carbon in buildings with measures to prevent demolition and increase reuse of buildings.

The Council leading by example

We will:

- Improve the heat and energy efficiency of schools and other Council buildings, installing roof-top solar panels where suitable, and implementing low carbon heat systems in all new developments.
- Continue to decarbonise the council's travel and fleet, identifying journeys that could be avoided or switched to active travel, and moving others to electric and hydrogen vehicles. Support the installation of charging points at council premises.
- Ensure Council procurement benefits the city economy, supports fair work, and excludes tax avoiders. Measure 'whole life costs' and identify opportunities to buy more re-used or remanufactured items.
- Review current car parking and mileage arrangements for senior staff and explore options to subsidise public transport for employees within the Glasgow City Council area.
- Train councillors and key council staff in carbon literacy so that they are informed to lead the transition to net zero.

ZERO WASTE GLASGOW

Glasgow's waste problems start with the unsustainable amount of rubbish we produce - close to one tonne's worth per household, every year. Greens have a vision for a circular economy, where we use less and make things last for longer, by sharing, repairing and reusing. Living like this, rather than our current throwaway culture, will create jobs and tackle the climate crisis.

Make it easier to do the right thing

We will:

- Invest more in frontline waste and recycling and in training, supporting and empowering workers properly. This will improve bin collections, encourage more recycling, and provide a rapid response service for overflowing bins.
- Work with communities and frontline workers to design improvements to services, taking a close-by-close, street-by-street approach to solving problems.
- Review the council's reporting systems so they give accurate and timely information on missed bin collections.
- Make it easier for people to re-use and recycle, by supporting local repair hubs, community re-use organisations, and increasing the range of materials which can be recycled at home.
- Guarantee the same recycling opportunities for people living in flats and tenements as those in houses, including options for food, garden waste and glass recycling, and better communal recycling points.
- Improve support for householders, including clear information displays in community languages within homes and on bins.

Creating a circular economy

We will:

- Reduce plastic waste by supporting zero waste shops in local neighbourhoods, and using planning and licensing powers to require public water refill points in appropriate venues.
- Explore opportunities to introduce new local environmental levies, and lobby for national levies like the carrier bag charge to be collected locally, so we can invest in a circular economy.
- Support local businesses to reduce packaging and to find recyclable and biodegradable alternatives.
- Oppose the construction of new incinerators in Glasgow and ensure the Glasgow Recycling and Renewable Energy Centre at Polmadie does not limit opportunities to recycle.



RESTORING NATURE IN GLASGOW

Biodiversity loss is increasing climate change, pollution, invasive species, and the exploitation of natural resources. Green councillors ensured that Glasgow was the first Scottish city to declare an ecological emergency - next we'll take the actions needed to restore and protect our parks, green spaces and natural environment.

Supporting and protecting nature

We will:

- Support a Local Nature Network, connecting habitats across Glasgow, including the rivers, parks, cemeteries, and open spaces that provide our “green lungs”, so they capture carbon and become nature-rich. The nature network will be given statutory weight in local plans and council policy, and will include areas for rewilding.
- Invest in nature restoration, including native woodland planting and regeneration, restoring our peatlands, and creating new wildflower meadows in every part of the city, supporting our National Park City ambitions.
- Invest in countryside rangers and train more staff in biodiversity protection.
- Ensure the new City Development Plan is nature-friendly, including support for bee bricks, swift bricks, green roofs and roof gardens, encouraging hedgerows, and limiting the paving-over of gardens.
- Protect green space from unsuitable development and use the planning system to ensure that all new development results in a positive benefit for wildlife and the natural environment.

Nature in our communities

We will:

- Help communities to acquire and manage land as recreational greenspace, including parks, land managed for nature, community orchards and growing projects.
- Create a comprehensive City Tree Plan, including funding for new and replacement planting, responding to ash dieback disease, public notifications for tree works on Council land, strengthening legal protections for trees and tougher action on tree removal and compensatory planting
- Use nature-based solutions to manage flooding, urban drainage and pollution wherever possible, and invest in the expertise needed for this.
- Work with local environmental groups and conservation projects to provide more nature-based volunteering opportunities.

INVESTING IN VITAL LOCAL SERVICES

Our core Council services help to educate our young people, ensure care and support is available to those in need, connect our communities and make our neighbourhoods better places to live. Green Councillors will always fight to protect and improve vital local public services.

GREEN IMPACT

Since 2017, your Scottish Green councillors have:

- ✓ Protected teacher and learning support staff numbers to keep class sizes down.
- ✓ Supported the expansion of universal free school meals to 40,000 children.
- ✓ Ended a ten-year freeze to allowances for foster and kinship carers, and campaigned for them to be better supported.
- ✓ Secured funding for a free public transport pilot and ensured 40km of Spaces for People cycle routes were made permanent.
- ✓ Secured £5m funding for targeted anti-poverty work, helping people with rising living costs



SCHOOLS AND NURSERIES

We believe in education that nurtures young people's development and supports their resilience. In government, Scottish Greens are delivering the increased staffing in our schools that gives teachers the time, stability and support they need to focus on their pupils, and on delivering the inclusive and inspiring education that all Glasgow's children need and deserve. We will never compromise on ensuring the right support is available for all our children and young people.

Meeting every learner's needs

We will:

- Put young people's wellbeing at the heart of educational recovery. Children need to be ready to learn, and supported to learn in the way that best meets their needs.
- Work with our MSPs to continue to increase the numbers of teachers and learning support staff, so we can keep class sizes down, so that young people are supported to learn and develop as individuals.
- Advocate for continuous assessment based on teacher judgement as our preferred way to assess learners' progress. We will support parents and carers who wish to opt their children out of standardised testing.
- Ensure that every child or young person with additional support needs who would benefit from a Coordinated Support Plan receives one, and require that all staff assigned to support people with additional needs have the appropriate training to do so effectively.
- Make counselling available to all young people in schools provided by qualified mental health practitioners.
- Support pupils at risk of falling behind and support alternative provision for those for whom mainstream provision isn't working.
- Give every primary pupil regular opportunities to learn and develop through expressive arts such as music, drama, visual art and dance, as both a participant and an audience member.

High-quality early years education

We will:

- Work towards the best early education for children by improving qualifications, wages and conditions for early years staff.
- Support the expansion of free childcare hours, and make the current offer more flexible to support parents in shift work or irregular employment to be able to use them.
- Ensure early learning is predominantly play-based, and offers extensive opportunities for outdoor learning, small group learning, and access to local community resources such as parks and libraries.

- Continue professional development around creating gender-friendly nurseries, and work to bring more men into the early learning and childcare profession.

Schools that reflect local communities

We will:

- Plan for enough schools and early years centres in areas where populations will rise, and ensure buildings are high-quality flexible spaces, built to last and with environmental sustainability at their core. We will deliver a new primary school to support the increased residential population in the city centre.
- Continue to support the principle of local schools for local children. We will review catchment areas, including the potential for more overlapping catchments, and consider what more we can do to encourage locally representative schools.
- Foster stronger links between schools and local communities and make school facilities available for community use.
- Increase support in schools for children from marginalised groups, including refugees and asylum seekers and LGBTI+ young people
- Address under-representation of racial and ethnic diversity in the school workforce, and ensure appropriate support for disabled teachers.

Schools as inspiring, safe spaces for all

We will:

- Review processes for measuring, reporting and dealing with racist and LGBT+ bullying, sexual harassment and other abuse within schools to enable people to come forward and that a consistent zero-tolerance approach is taken.
- Ensure that consent is taught as a core part of sex and relationships education and make all schools LGBT+-inclusive, building on the Time for Inclusive Education (TIE) campaign.
- Make sure educational and social opportunities available in school are accessible to young people who are new to Glasgow
- Ensure that classrooms are Covid safe and appropriately ventilated and heated.

Keeping down the cost of the school day

We will:

- Implement a Glasgow school uniform policy which addresses affordability, accessibility, environmental impact, and does not discriminate on the basis of any protected characteristic.
- Support uniform banks and re-use or lease/hire services, ensure access to warm jackets and outdoor clothing, and keep the sufficiency of school clothing grants under review.
- Continue to support free holiday food and activity programmes.
- Ensure that experiences offered to children and young people are diverse and reflect everyone in the school community, and are not dependent on parental income or schools' fundraising capacity.

- Expand family income maximisation teams attached to schools and nurseries, helping low-income households access the social security payments they are entitled to.

Supporting growth in Gàidhlig Medium Education (GME)

We will:

- Deliver additional school and workforce capacity to meet growing demand for Gàidhlig Medium Education (GME), committing to a fifth GME primary and a larger or additional secondary school, and lifting the 140-place P1 cap as soon as possible.
- Invest in outreach capacity to support families so that they can fully engage with their children's learning.
- Maintain a GME working group with parent representatives on a permanent basis.

Delivering climate action in schools and nurseries

We will:

- Aim to reduce car journeys to school by more than 50%, with all schools supported to develop a sustainable travel plan. All primary schools will have measures implemented to either slow or reduce traffic around schools, and we will support walking and cycling buses.
- Reduce plastics and food waste and increase opportunities to recycle in schools.
- Create food growing spaces in schools and connect pupils with issues around food justice and sustainability. We will develop an action plan to reduce diet-related emissions and promote local, ethical, organic and plant-based food in schools.
- Ensure careers advice has a strong focus on supporting a just transition to a low carbon economy and work towards just transition apprenticeships and placements.



HEALTHY AND CARING GLASGOW

The pandemic has shone a light on under-investment in Glasgow's health and social care systems and the huge and growing inequalities in public health and life expectancy. Scottish Green councillors believe everyone has a right to the highest standard of physical and mental health, and we recognise that this means investing in care, pursuing an ambitious preventative agenda, and tackling the root causes of poor health. We must properly fund our local health and social services so that they can meet the scale of Glasgow's needs.

The climate crisis is also a health threat that continues to grow and increase health inequalities, disproportionately affecting people in communities with higher levels of poverty. That's why we must keep working for a fairer, greener city because better housing, fair wages and lower poverty are all key to better mental and physical health.

A National Care Service built on local accountability

We will:

- Protect local decision making so that a National Care Service meets Glasgow's needs, preserves local accountability, and has human rights at its core
- Work with Disabled People's Organisations to ensure that all changes to social care are designed to reduce inequalities, and to embed disabled people's experiences, needs and priorities in social care.
- Work to embed human rights in social care policy and practice, including the United Nations' definition of Independent Living that disabled people should be able to choose where and with whom to live, and have access to support services to facilitate that choice
- Ensure that the majority of care at home and care home services are provided by the public and voluntary sectors, and that every opportunity to bring services in-house is taken up, increasing control and accountability, and ensuring continuity of care for all.
- Provide a range of services for older people, recognising personal choice, and that they may wish to be supported and looked after in different ways at different times in their lives, whether they wish to be supported to be independent at home, to be looked after in their community, or seek companionship and care within a shared residential setting and community.

Valuing health and social care workers

We will:

- Prioritise the wellbeing of health and social care workers who have worked so hard to keep us safe and well through the pandemic by ensuring access to dedicated mental health support and counselling, and a focus on wellbeing in the workplace.
- Support more flexible hours for health and social care staff.
- Ensure that the pay and conditions of paid carers reflect their expertise. We support calls for social care workers to be paid at least £15 an hour.
- Create more opportunities for staff to develop their skills, gain qualifications and plan their careers in the sector.
- Promote continuity of care, keeping carers and the people they support connected and tackling loneliness.
- Support all health and social care staff to make sustainable travel choices including by making work travel free at the point of use, including public transport and fit-for-purpose shoes and clothes.

Stand up for unpaid, foster and kinship carers

We will:

- Restore inflationary increases to allowances for foster and kinship carers, and ensure increased practical and financial support, including trade union recognition, and implement a system of respite support.
- Ensure the role of Carer's Champion is a paid one, reflecting the expertise, time and energy of someone who is already doing considerable unpaid labour.
- Take steps to improve unpaid carers' financial health, like providing income maximisation advice to all carers and providing concessionary travel for carers on income support.
- Support young carers by minimising children's practical caring responsibilities whenever possible, providing access to peer support and developing local forms of financial support.

Tackling health inequalities

We will:

- Work with local communities and trade unions to make all Council policies aim to improve people's wellbeing, and tackle the root causes of poor health, such as poverty, inequality, addiction, poor housing and air pollution.
- Support fast-tracking of access for disabled people to health care that was reduced or removed during the pandemic, and reinstate social care that was reduced or removed, without reassessment.
- Support community organisations such as local bereavement services, services combating loneliness or promoting collective care.
- Ensure adequate provision of free contraception and access to sexual health clinics.
- Support HIV Scotland's Generation Zero campaign to eliminate HIV transmission in Scotland by 2030.



- Support specific work with NHS partners to remove barriers to accessing healthcare for black women, including refugee, asylum seeking and migrant women.

Mental health

We will:

- Give mental health equal priority as physical health, and ensure that everyone who needs mental health support has quick and easy access to a specialist mental health team and gets connected to the right support.
- Prioritise children and young people getting the dedicated mental health support they need.
- Expand access to Cognitive Behavioural Therapy, Social Prescribing, Exercise Referral Schemes and Peer Support.

Climate change as a health issue

We will:

- Work with communities to address the health effects of climate change including increased risk of respiratory and cardiovascular disease, injuries and premature deaths related to extreme weather events, and threats to mental health.
- Support increased monitoring of air pollution that can be communicated as health alerts to people with lung conditions.
- Support public health awareness campaigns, deliver and look to extend Glasgow's Low Emission Zone, and propose a new byelaw for adding climate health warnings on petrol pumps.

Healthy, sustainable food as a human right

We will:

- Support a holistic approach to food policy, tackling the health, social and environmental impacts of food.
- Support community food projects which work to ensure good food is available to all, distributed equitably, and eaten with company.
- Invest in new food growing spaces and deliver the Food Growing strategy.
- Work with Glasgow businesses to identify healthier, local and ethical food choices, including plant-based food, and promote these through council catering and public information campaigns.

Urgent action on addiction and drug deaths

We will:

- Take an evidence-based, public health approach to tackling Glasgow's record high numbers of drug overdose deaths. We want everyone to have access to the treatment they need, as soon as they need it.

- Support the urgent introduction of safe consumption facilities, roll out heroin-assisted treatment and provide same day access to opioid substitution treatment when people present for help.
- Adopt a person-centred approach with a focus on drop-in services and crisis centres which are accessible and provide holistic support.
- Support the Glasgow Alcohol and Drug Partnership to develop a well-planned rehabilitation service that is integrated with other treatment services, and increase provision of residential rehab.
- End unplanned discharges and ensure that drug users who leave treatment or statutory services, whether planned or unplanned, receive follow-up support.
- Work with addiction services to address stigma and increase resources available for family and friends to support those dealing with addiction.
- Support campaigns that increase overdose awareness and focus on supplying naloxone to public spaces and services.

LEADING A TRANSPORT REVOLUTION

Good transport is essential to connect people with opportunities, jobs and services, friends, family and basic essentials, but too often people in Glasgow experience poor connectivity, making their lives harder and inequalities deeper. Getting Glasgow moving better will also help us cut emissions and toxic air pollution. Our vision is for a fully-integrated, low carbon, publicly-owned transport network which is accessible, efficient and affordable. We want to reduce the number of private car journeys, promote healthier travel, re-imagine public space and make Glasgow a more attractive place to live, visit and do business in.

Deliver massive transformation in walking, wheeling and cycling

We will:

- Deliver plans for a comprehensive walking and cycling network, which is accessible to people of all ages and fitness levels and disabled people, and which consistently complies with Cycle by Design guidance, with the vast majority of routes delivered in the next Council term.
- Implement a city-wide 20mph speed limit on all residential roads in the first year of the council term, and take strong action on pavement parking and idling vehicles.
- Bring forward Low Traffic Neighbourhoods in every community, reducing the impact of traffic and prioritising space for residents and sustainable travel.
- Extend the Accessible Design Forum to cover all public realm and active travel projects, so that disabled people have early input at design stage, and identify opportunities to reduce unnecessary 'street clutter' as much as possible.
- Implement pedestrian priority at signalised crossings, extend 'green man' crossing times, and identify opportunities to increase the use of zebra crossings, including side-road zebras, and continuous pavements.



- Ensure that major cycle routes through public parks are kept open during events or that any diversions will allow all people, including disabled people, to cycle or wheel safely and add minimal distance.
- Require contractors working on public roads to use the correct signage and ramps when closing cycle lanes and footways, and use all routine maintenance works to improve active travel.
- Extend the NextBike roll-out to include cargo bikes and family travel options.
- Increase secure on-street cycle storage for people in flats and tenements and ensure this is affordable for all those who need it.

Expand free and affordable public transport

We will:

- Continue to champion affordable, and increasingly free, public transport to tackle the climate emergency and address social inequality.
- Deliver Scotland's first local pilot of free public transport, with an emphasis on connecting areas with high levels of deprivation and low transport connectivity.
- Lobby the Scottish Government to extend free bus travel for young people to also cover the Subway and future Clyde Metro connections.
- Develop options for a free publicly-owned electric shuttle bus service in Glasgow city centre.
- Require sustainable travel plans for all major events in the city, and work with event organisers to include free public transport within the cost of an event ticket.

Action to join up journeys

We will:

- Repair the mistakes of Glasgow's transport past by ensuring an empowered and directly-funded regional transport planning and delivery authority, tasked with planning the network seamlessly, and able to run more of its own services.
- Embed the sustainable travel hierarchy in all transport decisions, prioritising measures to reduce travel demand, and setting a target to halve the number of local journeys made by private car by 2030.
- Consult on and implement a Workplace Parking Levy to reduce demand for private car use, and to raise funds for investing in sustainable travel.
- Deliver integrated, tap in/out ticketing across different transport modes and providers.

Better buses

We will:

- Use all the powers available through the Transport (Scotland) Act 2019 to enable bus franchising and bring forward publicly-owned buses, to create a well-planned network, capped fares, integrated journeys and ensure services are provided where they are needed.



- Ensure bus services meet more people's needs, including more night-time services, more space for bikes, prams and wheelchairs, and multilingual information and signage.
- Improve reporting of harassment on-board and at bus stops
- Extend bus lanes and expand bus lane hours, to improve bus journey times and reliability.
- Use powers for remote enforcement so that cameras can be used on buses to identify illegal parking in bus lanes, on footways and on active travel routes.
- Introduce a 'guide to using Glasgow buses' sign at every bus stop, co-designed with New Scots, to explain how to hail, pay, and stop a bus in common community languages

Stronger rail connections

We will:

- Promote greater use of the current suburban rail network and campaign to reverse cuts to services on lines like the Cathcart Circle.

- Support plans for a new Clyde Metro light rail scheme, insisting that this meaningfully connects to the most cut off areas of the city, and is delivered as soon as possible.
- Ensure that all Metro proposals are fully accessible and work to improve accessibility for the whole public transport network, especially urgent step free access at train stations.
- Continue to support the case for local station reopenings, including at Ibrox, Blochairn, Finnieston and Parkhead.

Reduce the need for and decarbonise private cars

We will:

- Expand car-sharing schemes and consider subsidising car club membership in areas with higher levels of poverty and as part of vehicle scrappage schemes.
- Recognise the important role taxis play, particularly for shift workers, for the night time economy, and for people with mobility needs. We will support taxi operators to sustain their businesses and transition to low emission vehicles.
- Support the roll-out of electric vehicle (EV) charging infrastructure in neighbourhoods, public facilities, and via new developments. We will ensure that charging points do not take away existing pedestrian space.
- Consult on and introduce a workplace parking levy, and lobby the Scottish Government to extend levy powers for councils to include other non-residential parking spaces.
- Create an action plan to reduce overall car parking spaces in the city, extending controlled parking zones, and supporting the conversion of parking spaces to green corridors, green spaces, pocket parks and play areas.

Address transport inequalities

We will:

- Consider how to better support people who tend to need to use several journeys to meet their destination and who have to travel with children, dependents, shopping, etc.
- Extend the Subway's operating hours and also commission a review of public transport and other mobility options for people working shift patterns.
- Take an equalities approach to transport infrastructure maintenance - for instance, applying a gender test to the prioritisation of winter gritting routes to improve safety and access.

Begin a conversation on future of the M8 motorway

We will:

- Commission research into options to reduce the adverse impacts of the city-centre sections of the M8, including smaller localised changes, as well as more significant redesign and replacement.
- Work with partners to design and consult on detailed options arising from the research.

CREATING COMMUNITIES FOR ALL

Green Councillors want to build safe, green and attractive communities and neighbourhoods where we live. Green Councillors will help to connect people with a thriving local economy, and strengthen neighbourhoods with good services and celebrations of local identity.

GREEN IMPACT

Since 2017, your Scottish Green councillors have:

- ✓ Declared a rent crisis, delivered action on empty homes, and set up a Tenant-led Commission to lead private rent reforms.
- ✓ Guaranteed the funding to reopen libraries, museums and community buildings, and to restore the People's Palace and Winter Gardens.
- ✓ Reversed cuts to citizens' advice services and women's aid groups
- ✓ Won funding for children's play and new food growing in every ward, and created a new fund to help clean up and improve back lanes
- ✓ Opposed car-centric developments and moved Glasgow closer to becoming the first city in the UK to ban new drive thrus



A GREENER AND FAIRER ECONOMY

The pandemic has exposed the shortcomings of an economy built on the pursuit of endless growth and hoarding of private wealth. It is only by building and redistributing public wealth that we can make sure everyone has what is essential for a good life, whilst living within the boundaries of what our planet can sustain.

Putting people before profit

We will:

- Move away from a narrow focus on GDP, instead valuing what we put into society, and its effect on our wellbeing, not just the output of our paid labour.
- Pilot transformational policies such as Universal Basic Income, subject to necessary support from national governments.
- Use the Council's influence to ensure more businesses pay a Living Wage and respect workers' rights, including making financial support conditional on meeting Fair Work and other ethical standards.
- Oppose any plans to create a Free Port in the Glasgow region. This scheme would allow for widespread deregulation and tax avoidance and is likely to simply displace existing economic activity instead of creating new jobs.
- Support the community and voluntary sector, social enterprises, credit unions, and cooperatives, to build wealth and empowerment in our communities. We will draw on the value of the co-operative and social enterprise community as part of the business support ecosystem
- Focus economic support on what the city already does well - technology, culture, design and education.
- Support tourism and events that prioritise sustainability and create diverse and affordable experiences for visitors, while ensuring this does not come at the expense of residents or communities.
- Develop a Hospitality Action Plan, which supports recovery, addresses skills gaps, promotes sustainability, and improves pay and conditions for workers, in line with the Fair Hospitality charter.

A new future for the city centre

We will:

- Champion a genuinely distinctive, vibrant, mixed use, family-friendly, accessible city centre and take the radical steps needed to make it happen.
- Implement a city centre recovery plan which tackles structural problems, such as fragmented land ownership and reliance on a market-led approach which results in too much unsuitable development.
- Consider a package of measures designed to reduce rents and other fixed costs for smaller, local businesses in the city centre.

- Complete the Avenues project with input from disabled people at each stage, and create new city centre greenspaces.
- Support a majority car-free area covering the city centre, complemented by a free, fully-accessible, zero carbon shuttle bus.
- Continue to support work to celebrate the historic heart of the city and make it better for tourists, local residents and local business owners.

Thriving local high streets

We will:

- Ensure all local regeneration schemes provide clear social and sustainability benefits.
- Use empty shops on local high streets to encourage business start-ups, and align City Property - the council's property managers - with our strategic regeneration priorities.
- Deliver key local regeneration projects, including restoration of the Govan Graving Docks for community use, restoration of Albert Cross in Pollokshields following major fires, and completion of the Meat Market development.
- Support Business Improvement Districts and encourage local businesses, post offices, and local services, over chain stores or out-of-town developments.

HOMES AND NEIGHBOURHOODS

Everyone deserves a home that is warm and safe. Good housing improves health, decreases fuel costs, and promotes strong communities. Our vision for housing is for good quality homes that are affordable to buy, affordable to rent, and affordable to heat.

Greens also know that our local neighbourhoods really matter - whether it's the quality of the roads and pavements, parking, lighting, personal safety, back lanes, greenspaces, trees, or spaces to bring people together. We will support the realisation of "20 minute neighbourhoods" through the new City Development Plan, so everyone has easy access to the things they need to lead good, active lives locally.

Homes that meet people's needs

We will:

- Deliver more homes, across all tenures but especially for social rent, which are sustainable, affordable and in places and of a type that meet people's needs. This includes meeting individual accessibility needs and needs of larger and multi-generational family households.
- Bring more empty homes back into use, with more dedicated empty homes officers, and greater use of compulsory purchase powers.



- Use new licensing and planning powers to address problems associated with short term lets, and severely limit them in areas where they are making housing unaffordable.
- Ensure that public land for sale is prioritised for social housing, particularly in the city centre and areas where there are not enough homes for social rent.
- Support housing co-ops and more self-build housing.

Acting on rip-off rents

We will:

- Act on the recommendations of the Tenant-led Housing Commission and make rent reform a key priority of the city's Housing Strategy.
- Support national rent controls and consider the need for additional local measures.
- Improve existing support for renters, including access to discretionary housing payments, and promote rent adjudication as a tool for challenging unfair rent increases and poor property conditions.
- Extend the use of Enhanced Enforcement Areas and strengthen enforcement action against landlords who rent out substandard or overcrowded accommodation or refuse to carry out repairs.
- Consider what actions can help to limit rent rises by Housing Associations.
- Develop a Council policy on Build to Rent housing, which addresses concerns on rent affordability and ownership models.

A rights-based approach to prevent homelessness

We will:

- Ensure that Council meets its statutory responsibilities to accommodate people who are homeless, and ensure that no one is forced into unsuitable temporary accommodation, ending the use of hostels and B&Bs
- Reduce the time people spend in temporary accommodation by getting them quickly into secure, permanent accommodation, and put in place appropriate wrap-around support. Where people do need to use temporary housing, make sure it meets their needs, keeps them close to schools and support networks, and is in a good condition.
- Support a ban on winter evictions and call for all grounds for eviction to be discretionary, which means a tribunal has to consider whether or not action is reasonable.
- Provide mental health and wellbeing support for children and families experiencing or at risk of homelessness, ensure that children's health and education needs are assessed when allocating social housing, and campaign for stronger protections from eviction for families with children.
- Ensure that every person leaving prison, hospital, residential rehabilitation, or fleeing domestic violence is provided with accommodation that meets their assessed needs to give them the best chance of recovery.

- Promote better engagement with tenants by Registered Social Landlords and work to make housing services and processes accessible and clear for people who have language and other access needs.
- Deliver a city-wide single housing register.

Improved student accommodation

We will:

- Build on the work we have done to limit purpose-built student accommodation and ensure that it does not impinge on the needs of wider communities.
- Campaign for more affordable student accommodation, to stop students from lower socio-economic backgrounds being priced out of higher education or forced into financial difficulty.
- Campaign for improved rights and protections for students, aligning with those for other housing tenures.
- Explore measures to improve student accommodation, for instance by exempting higher standard developments from HMO licence fees if high standards can be maintained.

Safeguard tenements and Glasgow's built heritage

We will:

- Set up a Glasgow Heritage Commission to make recommendations to end the neglect and demolition of our heritage buildings.
- Increase funding to address repairs and energy efficiency improvements to pre-1919 tenements.
- Support the acquisition of tenement housing stock by registered social landlords, particularly where it is in mixed ownership and in poor condition. Use this opportunity to implement factoring, improve conditions and enable whole-block retrofits.
- Continue to campaign for changes to VAT which make it cheaper for developers to demolish and rebuild than to upgrade existing buildings.
- Identify opportunities to list more buildings and extend conservation areas, and make greater use of existing powers to preserve buildings.
- Continue to support Glasgow City Heritage Trust and Glasgow Buildings Preservation Trust.
- Strengthen heritage protections in the new City Development Plan, taking embodied carbon into account, and making it harder to demolish buildings.
- Require heritage training for members of the Planning Applications Committee.

A development plan which reflects local priorities

We will:

- Deliver a new City Development Plan that corrects historic mistakes in Glasgow and steps up to the climate and nature emergencies.

- Support the delivery of 20 minute neighbourhoods, and take steps to restrict developments that generate unnecessary car journeys.
- Provide funding for the development of Local Place Plans so that communities can investigate their own development needs and plan their futures.
- Lobby the Scottish Government for further reforms to the planning system to allow local residents more say in planning matters, including but not limited to a third party right of appeal.
- Enhance and develop the planning training offered to community councils and other relevant community bodies, supporting them in their important role as consultees and representatives of communities.
- Consider how planning decisions can be made at a more local level.

Safer streets and public spaces

We will:

- Improve public space lighting and accelerate the roll-out of LED lighting which is nature-friendly as standard.
- Ensure faster reporting and repair of lighting faults, including using sensor technology to automate this.
- Seek local community input, giving priority to women, disabled people and other marginalised groups, to identify where spaces could be better lit, redesigned or busier to make them feel safer.

Bringing communities together through play

We will:

- Complete the renewal of all of Glasgow's children's outdoor play facilities, deliver new play provision where it is needed, and strengthen requirements on housing developers to provide play facilities close by.
- Waive road closure costs for community Street Play events any weekend, all year round.
- Create a dedicated fund for community events.
- Encourage shared management of private lanes and back courts, and provide funding to help residents improve them.

Support public protest

We will:

- Support and facilitate people's rights to protest, without impinging on the rights of others.
- Create a regular public forum for holding the council and Police Scotland to account for how protests are handled.
- Campaign for stronger legal guidance governing public processions, to take into account their cumulative impacts and to make it easier to reroute processions.



CULTURE, SPORT AND LEISURE

Glasgow's cultural and sporting assets are important for our shared wellbeing. A thriving cultural sector, and a city which provides ample opportunities for sport and recreation, can create jobs, break down barriers and enrich lives. This should be the backbone of the city's plans to recover from the pandemic and build towards a zero carbon future. The Council must protect and invest in the city's existing cultural and sporting assets, including making them accessible to all our communities. Investment now will lead to long-term benefits for our communities, our economy and our climate.

Rebuild trust and accountability

We will:

- Consult on options to reform Glasgow Life's arms-length model, which Green councillors opposed from the start, including returning some or all of its functions to direct Council control, and giving workers and communities a stronger voice in decision making.
- Lobby for tax changes so decisions to bring services in-house do not come at an unfair cost.
- Pause the People Make Glasgow Communities programme and implement a new approach which enables genuine community empowerment but does not confuse it with stripping of public assets.



Invest in a culture-led recovery

We will:

- Work with cultural organisations to understand how best the Council can support the whole sector, rather than 'picking winners' from competitive funding rounds.
- Support the repurposing of derelict commercial properties into studios, venues, cinemas, workshops and production facilities
- Use powers to implement a Transient Visitor Levy as in other major cities, which could raise up to £6 million a year to invest in Glasgow's culture sector.
- Ensure that the city's growing reputation and capability for screen production results in workforce and training opportunities for the local area, as well as small business opportunities in their supply chain.
- Encourage collaborative working between arts organisations and the health and wellbeing sector.

A new and lasting future for libraries

We will:

- Guarantee funding for libraries for the life of the Council term and that no decisions will be made to change core library services without full local consultation.
- Harness the energy of local campaigns to launch a large-scale public engagement exercise on the future of public libraries, so they have a long-lasting future serving the whole community. We will also establish a library users forum to advise on the ongoing development of library services across the city.
- Explore the potential for libraries to develop as local climate action hubs, providing access to repair skills training, tool sharing and other sharing services, recycling advice, wildflower seed banks.
- Prioritise Carnegie and other heritage libraries for future building and refurbishment works.
- Scrap overdue library fines.

Museums and galleries

We will:

- Protect and enhance Glasgow's museums, which are the most visited outside of London, and make them relevant for more people.
- Keep general admission to all museums and galleries free for all visitors whilst exploring new ways to raise funding and improve people's experiences.
- Prioritise the People's Palace and Winter Gardens and other glasshouses for capital investment.
- Work closely with civil society partners to inform how the city's museum collections are relevant for contemporary audiences.

- Continue to support CRER's call for a new national museum of slavery, colonialism, migration and empire, and the ongoing strategic work to both recognise Glasgow's history, and to tackle the legacy of white supremacy and racism that continues today.
- Support the repatriation of items in Glasgow's collections which have been acquired illegally or unethically.

Increase opportunities to take part in sports

We will:

- Reopen all Council-owned swimming pools and sports facilities as soon as possible, prioritising those used most for accessible and family sports.
- Implement an access, affordability and inclusion policy across sports and leisure facilities and apply these same standards to any council-owned facilities which are managed by third parties.
- Commit to the renewal of Whitehill Pool which provides unique services for particular groups, including disabled people, and continue to support the reopening of Govanhill Baths by the local community.
- Assess provision of indoor and outdoor sports facilities as part of planning for 20 minute neighbourhoods. Working in partnership with clubs, communities and governing bodies, we will assess ways to fill identified gaps in sports facilities at a city level, including opportunities for skating, basketball, open air swimming, ice-skating, curling and other winter sports.
- Develop targeted programmes to encourage participation in sports, including free access to sport and physical activity for children and young people, offering protected time for workers to engage in physical activity during their working day, and encourage and support older people, women and trans and non-binary people to participate in sport.

Championing the Gàidhlig culture

We will:

- Increase support for Gàidhlig inclusive tourism, culture and events.
- We will support cultural ventures in all the languages of Scotland, and encourage the use of Gàidhlig, Scots and Doric as well as the languages of those from minority ethnic backgrounds.
- Provide full access to council services in Gàidhlig and other community languages, including phone lines and translated web pages.
- Support Gàidhlig signage across the transport network, including road signs, on trains and buses and at transport hubs.

Nurture grassroots venues and independent festivals

We will:

- Work in partnership with grassroots cultural venues to ensure planning proposals do not pose a risk to their operation.
- Support independent festivals that pay and treat workers and artists fairly.

REVITALISING LOCAL DEMOCRACY

Scottish Greens believe that local government can put power in your hands. Green Councillors will listen to community concerns, then work hard to create solutions and make Council decisions open and accountable. Glasgow needs a revitalised local democracy where citizens are engaged in the important matters affecting their communities, where voters can make real choices about the services they want and how to pay for them.

GREEN IMPACT

Since 2017, your Scottish Green councillors have:

- ✓ Returned the Council to a proportionate, democratic committee system, and championed transparency and reform
- ✓ Brought new voices into Council decision making, with activist groups involved in developing policy on climate and nature emergencies
- ✓ Scrapped parking perks for councillors and ended internal flights
- ✓ Committed the Council to the world-leading 'Equally Safe at Work' programme and worked across political parties to secure Scotland's first-ever local authority gender pay action plan
- ✓ Supported progress on settling historic pay discrimination claims



HOW THE COUNCIL WORKS

Everyone should be able to easily find out how the Council works, how and why decisions are made, and how to have their say. This is especially true of the biggest decisions, like setting budget priorities. People care about their community and want to make things better, fairer, and greener. Scottish Greens will make it easier for everyone's voice to be heard, and for Glaswegians to see how their input can create real change, rebuilding trust between communities and the Council.

A fair, transparent, accountable City Council

We will:

- Guarantee a proportionate, representative Council, in which all Councillors have a say, and committees have a more meaningful role in developing policy.
- Take steps to ensure that Council and committee decisions are binding, and that there are clear routes to accountability if decisions are ignored.
- Ensure committee meetings, whether in person or online, are open to the public and broadcast live. Make recorded meetings more accessible by use of subtitles, and minutes more informative so people can better understand council decision making.
- Continue reform of the Council's arms-length structures, bringing more of their services back under democratic control and strengthening accountability.
- Strengthen community involvement in decisions around planning and licensing applications, permissions to use public facilities, traffic regulation orders, and public processions. We will improve how information is available online and consider the potential for decentralised decision making.
- Involve young people and other under-represented groups more meaningfully in making decisions.

Better, more accessible Council services

We will:

- Refocus the Council's communications on giving people information they really need and want, making this a specific Cabinet-level responsibility.
- Review the council website, My Glasgow app, and Council social media to make them valued tools and trusted sources of useful information.
- Create a service redesign team to oversee major improvements to how people can interact with the Council on the things that really matter to them. This will include reviewing public notification processes and ways of reporting issues and concerns.
- Make information from the Council accessible for everyone, with BSL, easy read, and versions in community languages as standard and in-person support to make sure digitally excluded people are not left behind.



Fair funding for public services

We will:

- Use the review secured by Green MSPs to end the regressive Council Tax and replace it with a fairer system of property taxation. Under the present system, we believe rates and bands should be set by individual Councils to suit local circumstances.
- Increase the use of participatory budgeting, giving communities active involvement in local budget decisions.
- Push the Council to publish annual budget proposals early so that they can be scrutinised by everyone, improve the transparency of existing spending plans and use effective engagement techniques to ensure people's voices are heard.
- More fully embed social and equality impacts and climate emissions in budget decisions.
- Campaign for local carbon and waste taxes and for the return of the power to set non-domestic rates locally. This would devolve more fiscal power to local government so we have the tools needed to invest in making Glasgow greener and fairer.
- Support a fiscal framework with the Scottish Government that promotes local democracy, devolved decision-making and stability for public services.



Fund the Third Sector better

We will:

- Ensure the Council learns lessons from its handling of the Glasgow Communities Fund, moving away from competitive grant processes that pit essential services against each other. Instead we will develop partnership approaches to funding of core services, initially focusing on financial and legal advice and on equalities and gender based violence services.
- Remove political influence over grant funding and consider the role of external, independent management of grant programmes.
- Commit to multi-year funding wherever possible, with allocations increasing, not tapering down, each year to account for increasing costs.

Grow grassroots local democracy

We will:

- Realign Area Partnerships with neighbourhoods, not electoral wards, and expand their membership so they encompass a wider range of organisations.
- Strengthen the requirements for Community Councils to be representative of the ethnic, gender and age balance of their community and invest in intersectional equalities training for community councillors.
- Consider how Community Councils can facilitate the development of Citizens' Panels or other wider community engagement forums, whilst protecting their democratic status.
- Improve support for Community Councils and be more active in ensuring there are no dormant Community Councils, ensuring communities have a statutory voice in key local decisions.
- Campaign for all councillors to receive a fair full time wage to make the role accessible to people from all backgrounds, and explore expansion of working rights for councillors, including job-sharing, recognition of sick leave, parental leave, and other rights given as standard to employees.

Rethinking the Council's civic role

We will:

- Review the role of the Lord Provost so that it better reflects the diverse and changing nature of Glasgow as a global city, engages with the historic involvement of the civic office in Atlantic slavery, and is more accountable to citizens.
- Feed into wider discussions around the potential for directly-elected Provosts, who need not be an elected Councillor, so that we appoint the best possible civic head to represent Glasgow.
- Run an annual citizens' initiative through the Provost's office, giving citizens a direct chance to make city policy, such as that which led to Berlin's world leading car free zone.

Pay all Council workers fairly

We will:

- Settle historic equal pay claims and implement a new pay and grading structure as soon as possible.
- Review senior executive pay and explore a pay disparity policy, which would mandate that the highest paid employee's salary cannot be more than an agreed multiplier of the lowest paid.
- Support a no-detriment policy for anyone earning under the median wage in future pay restructuring.

Better support key workers

We will:

- Improve conditions for frontline workers across the council family, in particularly addressing concerns of cleansing workers, home carers, and janitorial staff.
- Respond to the needs of the ageing workforce in some key areas, and proactively look to bring new entrants into these services, including by offering appropriate incentives.
- Pilot a four day working week with a reduction of weekly working hours by 20% but no reduction in pay.
- Explore ways our workers can build community wealth, including time-release for volunteering, and introduce a localised staff discounting scheme working with small businesses and social enterprises.
- Support statutory leave on full pay for miscarriage, bereavement, compassionate reasons and adoption, as well as guaranteed flexibility for mental health days.
- Give increased support to workers going through major life changes such as bereavement, becoming carers, transitioning gender and going through menopause. Ensure all line managers receive training to prepare them to participate in this support.

SUPPORTING COMMUNITY ACTION

The pandemic has confirmed the absolutely critical role of organised, engaged communities, backed with both the funding and the support needed to meet local needs. As well as nurturing and supporting community action, we must also address power imbalances that keep communities locked out of decisions they are best placed to make.

Help communities to organise

We will:

- Invest in dedicated community organisers across Glasgow to assist residents to come together to identify shared priorities, engage with democratic processes, develop skills and capacity, and take collective action.
- Ensure that greater levels of resources are available to communities with the greatest barriers to organising.

Unlock community assets

We will:

- Strengthen community power to improve vacant and derelict land and buildings, including calling for councils to have Compulsory Sales Order powers so they can support local community-led regeneration, and powers for a local vacant and derelict land levy to help to bring unused land back into use for the common good.
- Make successful Stalled Spaces projects permanent if the land owner has done nothing with the land over a certain period of time.
- Support the development of cooperative businesses, working with existing cooperatives and co-op organisers in a consortium approach.
- Actively support community-led initiatives to regenerate our high streets by providing financial support, such as grants or rates relief, to projects that tackle derelict buildings and land for the betterment of the community or provide a long-term positive future for historic buildings.

Fund sustainable youth work

We will:

- Recognise the value of youth work when creating Council policies, in particular its impact on young people's mental health, wellbeing and development and the prevention of crisis spending in health, social work, justice and education.
- Move away from short-term community interventions into sustainable funding of long-term, relational youth work in every community, which embeds the fundamentals of building relationships of trust with young people over the long term, and creating conditions and opportunities for young people to develop and thrive.
- Prioritise the reopening of community venues to support youth work, and develop a participatory approach to budgeting involving young people.



City Centre
Free
WiFi

Connect at
GlasgowCC WiFi

Powered by BT
wifi

GLASGOW

LE

OCH

ALDO

vodafone

JONES



HECTOR
RUSSELL
P.G. LAURIES
KILTBAKER

POLICE

AS COFFEE

PROTECTING EQUAL RIGHTS

Our city is a vibrant mix of many communities and cultures. We want everyone in Glasgow to feel at home here - to have access to housing, healthcare and justice; to go about life without fear of attack; to have good food, good clean air and good places to live. Instead of peddling false divides to set groups against each other, Scottish Greens will keep pushing the Council to take a holistic, intersectional approach to decisions, policy and funding, and keep amplifying the voices of people with the most expertise on how to make our city fairer - those with hard-earned lived experience who are often the most silenced in our city.

Support better decision making

We will:

- Build intersectional equalities competence by making regular training on intersectional equalities and human rights, led by experts with lived experience, a mandatory requirement for all councillors and across the workforce.
- Councillors' training records should be published alongside their Register of Interests.
- Co-design how the Council measures equality impacts with equalities organisations, including making explicit the links between poverty and protected characteristics and the intersection of multiple protected characteristics.

Remove barriers to power

We will:

- Make it easier for those with direct experience of inequality to be involved in making Council policy, and directly fund equalities and anti-poverty groups where their expertise is needed to support the development or implementation of council policy.
- Make explicit that receiving Council funding does not affect groups' political independence, and they maintain the ability to campaign without fear of losing funding

LGBT+ solidarity

We will:

- Support and show solidarity with the LGBT+ community and their right to live free from fear and harassment, including seeking safe spaces for the community to gather, and support for community organising.
- Consistently oppose efforts to demonise and roll back the rights of trans people.

- Work with NHS Greater Glasgow and Clyde to introduce an informed consent mode of trans healthcare and for urgent improvements on access to inclusive physical, mental, sexual and reproductive healthcare for LGBT+ people.
- Support LGBT+ inclusion in sport, working with LEAP sports and others to ensure best practice is cemented across all Glasgow Life venues, and is protected in any that go into community control.
- Campaign against the deportation of LGBT+ asylum seekers.

A feminist Glasgow

We will:

- Ensure policy decisions address the disproportionate impact of the pandemic on women, including embedding feminist budgeting across Council departments, and intersectional feminist approaches to town planning in the new City Development Plan.
- Work for long term, sustainable funding for organisations working to tackle gender-based violence, including support for women with No Recourse to Public Funds and trafficked people. Work with Disabled People's Organisations, LGBT+ and BME organisations to improve support for women experiencing violence and abuse who have multiple protected characteristics and specific needs.
- Support actions that effectively prevent and respond to violence, centred on the needs of survivors, including consent-based relationship and sex education, training and information campaigns, and ensuring public services better respond to survivors of abuse.
- Protect safe access to sexual and reproductive health services as a human right, and support legislation to introduce 'buffer zones' to prevent harassment
- Advocate for improved support for women's specific health needs including birth control, trauma-informed sexual and reproductive health care, menstrual health, menopause, endometriosis, pre and post-natal care, breastfeeding support, and care for FGM survivors.

Disability justice

We will:

- Work with Disabled People's Organisations to embed disabled people's experiences, voices, needs and priorities in all Council policies, and progress the recommendations of the Disability Workstream of the Social Recovery Taskforce
- Uphold calls for ongoing healthcare passports for disabled people to ensure human rights and essential access needs are upheld in a crisis, and that vital lessons are learned from the pandemic.
- Deliver public realm improvements that remove barriers to disabled people getting about the city safely and easily, including by extending the Accessible Design Forum to cover all public realm projects to ensure disabled people's input at design stage.

Racial justice

We will:

- Support the leadership of BME community organisations, and work with third sector partners to build anti-racist competence across Council policy and practice, including in schools
- Support the Council to grow a workforce that reflects the racial makeup of the city and to take action on the racial pay gap.
- Celebrate the culture and heritage of and protect the rights of Roma and Gypsy/Traveller communities in Glasgow.

A welcoming Glasgow

We will:

- Provide free bus travel to people seeking refugee protection
- Campaign for dignified, safe housing and enough support for people seeking refugee protection, based in communities not hotels
- Continue our Welcome Home campaign to take asylum housing out of private hands, and run in partnership by the Council and the third sector on principles of dignity, hospitality and democratic accountability
- Support people with No Recourse to Public Funds and the right to work for people awaiting a decision on their case, and campaign for an end to destitution in the asylum system.





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