

CORPORATE HR INTERNSHIP PROGRAMME 2025

Project Summary

Department & Service: NRS

Recruiting Manager: Gillian Dick

Project Name: Forest and Woodland Strategy, and Open Space Strategy

How was the Project need identified?

It is part of the Statutory work that Planning must deliver on. Planning will support the development, implementation, and monitoring of the two strategies

How does the proposal contribute or link to the Council's Strategic Plan 2022 to 2027 (Vision, Values, Themes)?

The Strategic Plan 2022-2027 (Strategic Plan) Grand Challenges will be delivered through specific Missions. Mission 2 of Grand Challenge 3 includes the development of a Forestry and Woodland Strategy (FWS) for Glasgow. This strategy, which incorporates the views of those who responded to the stakeholder engagement exercise, has been delivered, and the project post will focus on filling gaps in existing data which were identified by the FWS and support the Open Space Strategy (OSS).

Grand Challenge 3 of the Strategic Plan is to *'Fight the Climate Emergency in a just transition to a net zero Glasgow.'* The need to increase tree planting to deliver net-zero greenhouse gas emissions is highlighted in Scotland's Third Land-Use Strategy 2021-2026 . The FWS acknowledges this and sets out the Council's approach to trees and woodlands in the context of contributing towards addressing climate and biodiversity emergencies. The FWS, and therefore intern post, contribute to:

- combatting climate change and enhancing biodiversity;
- promoting environmental resilience and sustainability by advocating multiple benefits such as improving amenity and green networks, increasing carbon capture, and contributing to flood risk management
- ensuring new developments incorporate measures to protect and enhance biodiversity
- health and wellbeing by promoting the physical and mental health benefits provided by trees.

These are in line with the Strategic Plan's Vision (i.e. a fair and sustainable city, where everyone has a chance to live their lives as they want, free from discrimination and with the support they need). It also aligns with the Strategic Plan's Values (i.e. Openness and Transparency; Fairness and Equality; Pride in the City; and Partnership working).

The internship will therefore contribute to the delivery of the following Grand Challenges and associated Missions of the Strategic Plan:

Grand Challenge 1: Reduce Poverty and Inequality in our Communities

Mission 3: Improve the health and wellbeing of local communities

- Work with partners to promote and support people in Glasgow to achieve improved physical, mental and emotional health and wellbeing.

Grand Challenge 2: Increase Opportunity and Prosperity For All Our Citizens
Mission 2: Support the growth of an innovative, resilient and net zero carbon economy

- Work with the Scottish Government to deliver the Clyde Mission, focused on transforming vacant and derelict land and investing in communities along the Clyde, and ensure a focus on climate adaptation and community wealth building in Clydeside regeneration.

Grand Challenge 3: Fight the Climate Emergency in a just transition to a net zero Glasgow.
Mission 2: Become a net zero carbon city by 2030

- support new 'pocket' or 'wee' forests, work with communities to identify opportunities for tree-planting, and support the delivery of the Clyde Climate Forest.
- Increasing the number of designated Local Nature Reserves in the city in collaboration with communities and support the development of a green network of areas managed for biodiversity across the city.
- Increase biodiversity within parks and council maintained green and open spaces, supporting wilding where appropriate and identifying opportunities for promoting nature-based activities.
- Delivering increased tree planting across the city, support replacement when trees are lost to damage or removed, and responding to Ash Dieback disease
- Deliver sustainable urban drainage and promote nature-based solutions to manage flooding and pollution.

Grand Challenge 4: Enable staff to deliver essential services in a sustainable, innovative and efficient way for our communities.
Mission 1 Create safe, clean and thriving neighbourhoods

- Implementing local infrastructure changes in line with a Liveable Neighbourhoods approach

References
council strategic plan 2022 - 2027;
Scotland's Third Land-Use Strategy 2021-2026 .
Forestry and Woodland Strategy

In relation to the above, what is the anticipated outcomes, impacts and benefits?

The FWS and the OSS share the following outcomes, impacts and benefits:
Outcomes
Improved Biodiversity: The FWS focuses on enhancing trees and woodlands, while the OSS seeks diverse open spaces that support wildlife.
Climate Resilience: The FWS encourages carbon capture, while the OSS helps manage flood risk;
Health and Wellbeing: increased levels of trees and open spaces will improve physical and mental health by providing areas for relaxation, exercise, and social interactions

Impacts
Environmental Impact: Enhanced tree canopy and open spaces contribute to, amongst other things, cleaner air and better water management;

Social Impact: input from stakeholders to both strategies fosters a sense of ownership and pride in local green spaces;
Economic Impact: both strategies will make the city more appealing to existing and new residents, businesses, and tourists.

Benefits
Health and Wellbeing: trees, woodlands and open spaces help reduce stress and promote a healthy lifestyle;
Ecological: by increasing biodiversity the strategies contribute to improving habitats;
Economic: attractive and well-maintained green spaces, and street trees, can increase economic activity.

The intern post will focus on filling gaps in existing data which were identified by the FWS, and support the OSS, and will improve the delivery of the FWS, the OSS, and the Strategic Plan's Grand Challenges through improved monitoring information, enhanced use of Geographic Information Systems and better-informed decision making.

The council strategic plan 2022 - 2027 supports wilding initiatives through several key actions and commitments:

1. **Promoting Nature-Based Solutions**: The plan emphasizes the importance of nature-based solutions to manage flooding and pollution. This includes sustainable urban drainage systems and other green infrastructure projects that enhance natural habitats[1].
2. **Increasing Biodiversity**: The plan aims to increase biodiversity within parks and council-maintained green and open spaces. This involves supporting wilding where appropriate and identifying opportunities for promoting nature-based activities[1].
3. **Local Nature Reserves**: The plan includes a commitment to increase the number of designated Local Nature Reserves in the city. This will be done in collaboration with communities to ensure that these areas are managed for biodiversity[1].
4. **Tree Planting and Green Networks**: The plan supports the development of new 'pocket' or 'wee' forests throughout the city and the delivery of the Clyde Climate Forest. It also aims to create a green network of areas managed for biodiversity across the city[1].
5. **Biodiversity Training**: The plan includes training more staff in biodiversity protection to ensure that the council's efforts to support wilding and other nature-based initiatives are effective and sustainable[1].

These actions demonstrate the council's commitment to enhancing natural habitats and promoting biodiversity through wilding initiatives.

References
[1] council strategic plan 2022 - 2027
Forestry and Woodland Strategy

The **council strategic plan 2022 - 2027** outlines several expected outcomes from the wilding initiatives:

1. **Enhanced Biodiversity**: By increasing biodiversity within parks and council-maintained green and open spaces, the plan aims to create richer and more diverse ecosystems. This includes supporting wilding where appropriate and promoting nature-based activities[1].

2. **Improved Natural Habitats**: The establishment of new 'pocket' or 'wee' forests and the delivery of the Clyde Climate Forest are expected to enhance natural habitats across the city. This will contribute to a greener urban environment and support wildlife[1].
3. **Increased Local Nature Reserves**: The plan includes a commitment to increase the number of designated Local Nature Reserves in collaboration with communities. This will provide more protected areas for wildlife and promote conservation efforts[1].
4. **Community Engagement and Education**: By involving communities in the identification and management of wilding projects, the plan aims to foster a sense of ownership and stewardship among residents. This includes training more staff in biodiversity protection and promoting nature-based solutions[1].
5. **Climate Resilience**: The wilding initiatives are part of a broader strategy to fight the climate emergency. By promoting nature-based solutions to manage flooding and pollution, the plan aims to enhance the city's resilience to climate change impacts[1].
6. **Health and Wellbeing**: Access to green spaces and natural environments has been shown to improve physical and mental health. The wilding initiatives are expected to provide more opportunities for residents to engage with nature, promoting overall wellbeing[1].

These outcomes align with the council's broader goals of creating a sustainable, resilient, and thriving city for all residents.
[1]: council strategic plan 2022 - 2027.pdf

References
[1] council strategic plan 2022 - 2027

How will the work/findings of the Project be implemented/used; what do you expect to achieve through the project e.g. will it inform changes to practice or processes:

The work and findings of the project will be implemented and used to support the delivery of statutory duties. Specifically, the project will aid in the development, implementation, and monitoring of the FWS and the OSS. This involves creating, implementing, monitoring, and updating these strategies as part of the statutory duties.

Broadly, the improved data made available through the internship can contribute to addressing climate change and enhance biodiversity through delivering the FWS, OSS and the Strategic Plan.

Through the use of GIS and the collection and analysis, the more accurate data can increase awareness and provide a deeper understanding of climate change and biodiversity issue as they impact on Glasgow. More extensive and an improved quality of monitoring data will:

- provide early warning of emerging threats
- result in better informed decisions and responses
- guide the continued appropriateness of existing strategies, plans, policies and expenditure in tackling climate change and biodiversity loss.

These outcomes align with the council's broader goals of creating a sustainable, resilient, and thriving city for all residents.
Is this a one-off proposal i.e. completed this year, or will it be subject to reocurring bids in future year(s)? Please provide details including anticipated lifetime of the project: Subject to reoccurring bids as it supports our statutory duty to create, implement, monitor and update the Development Plan, Open Space strategy and Forestry and Woodland strategy

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Project Outline & Milestones

Project Name: Research and survey work for FWS
Recruiting Manager: Gillian Dick
Team Co-worker: Spatial Planning – Research and development, Development Planning Group, Planning Service
No of Posts: 1

Project Outline:
Here are the key data gaps identified in the Forestry and Woodlands Strategy report that require on-site investigation and can be captured on a GIS base:

1. **Tree Canopy Cover Analysis**:
    - Current canopy cover levels in various wards.
    - Identification of areas with low canopy cover, especially in deprived neighborhoods.
2. **Ancient and Veteran Trees**:
    - Locations and conditions of ancient, long-established, or semi-natural woodlands.
    - Survey of veteran trees to ensure continued accuracy of information.
3. **Vacant and Derelict Land**:
    - Identification of vacant and derelict sites suitable for tree planting.
    - Assessment of site conditions to determine suitability for tree planting.
4. **Protected Species and Habitats**:
    - Presence of protected species on or near proposed tree planting sites.

- Impact assessments and mitigation measures for protected habitats.

5. **Soil and Site Conditions**:
    - Soil type and quality assessments for proposed tree planting sites.
    - Identification of any constraints to planting, such as contamination or poor soil quality.

These data gaps can be effectively captured and managed using a GIS base to support strategic planning and implementation of the Forestry and Woodlands Strategy. The intern would work on elements of 1-3 with supervision and input from Development Plan group officers and Greenspace and Biodiversity Arbor team

Milestones Weeks 1- 6

- Familiarise with the two strategies and understand their deliverables
- Determine criteria and methodology for the data gathering with the relevant planning and Arbor officers
- Plan and undertake site surveys in relation to Open Space and Forest and woodland as directed by Officers
- Ensure that survey outputs are captured within GIS and that the data gathered is accurate

Milestones Weeks 7 - 12

- Familiarise with the two strategies and understand their deliverables
- Plan and undertake site surveys in relation to Open Space and Forest and woodland as directed by Officers
- Ensure that survey outputs are captures within GIS and that the data gathered is accurate
- Provide a summary of findings and presentation for colleagues

Person Specification

NOTE: Person Specification below outlines the main requirement for an Intern Role. Please add to this and highlight any role specific requirements in line with your project.

Post:	Spatial Planning - Research & development Intern
Job Family/ Grade/Level:	Intern
Summary of Role:	Site survey, legislation analysis and identifying the deliverables for tasks within the Forest and woodland strategy and open space strategy as directed by Officers within the team

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Education, Qualifications & Training	Either Completing a 3rd year degree course or Completing an HND Summer 2023 in relevant a subject area.	Computing skills	☐ App. Form ☐ Certificates
Skills	Good IT skills – experience of using relevant software packages, especially Microsoft Excel and Word. Good analytical skills Good communicator, able to work as part of a team, and independently as required. Ability to plan, organise and coordinate workload with minimal supervision and within timescales Ability to work with team members in a remote setting	Experience of research & analysis of findings Reporting skills. Being able to present information clearly and succinctly. Ability to work with key stakeholders to contribute to achieving desired objectives and outcomes	☐ App. Form ☐ References ☐ Interview ☐ Assessment

Knowledge	Background knowledge of Glasgow City Council and the services it provides.	Understanding of GDPR legislation Understanding of the wider current employment/economic landscape	☐ App. Form ☐ References ☐ Interview ☐ Assessment
Other	Ability to escalate need for support if required with wider team		☐ Interview