
Research Report and
Recommendations to the
Glasgow Jewish Representative Council
Community Futures Project

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A summary of the main findings of this Research Report may be found as Appendix Four on page 65 and can also be found on the Glasgow Jewish Representative Council website www.jewishglasgow.org (where a complete copy of this report can also be found). Click on the Community Futures link at the top right of the site.

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SECTION ONE: Introduction

In 2010 Glasgow Jewish Representative Council began a consultation process to look at what should be done about the future of the changing Glasgow Jewish community. In 2011 Paul Morron was asked to coordinate and lead this process, and designed a methodology for the project aiming to look at the future needs of the community in a structured way. The areas under examination were:

- Meeting the religious needs of the community
- Meeting the social care, health and well-being needs of the community
- Meeting the educational, social and Jewish identity needs of the community
- Creating a community where individuals (and organisations) feel part of, and at ease with, the community and where they feel able to contribute to the extent they wish and are able
- Meeting the needs of the youth and young members of the community
- Meeting the external needs of the community.¹

The first stage of this process was the establishment of three working groups. The first considered the future spiritual and religious needs of the community, the second considered the future social care needs of the community, and the third considered the future needs of members of the Jewish community to gain, retain and strengthen their Jewish identity and their involvement with the Jewish community. The task of these groups was to initiate the thinking process on these subjects, and to provide ideas and shape for the wider discussion and considerations that were to follow.²

When the three groups had completed their deliberations Paul Morron drew the three group reports together in a comprehensive consultation report, which made a series of recommendations and raised a set of questions to be considered as part of a wider consultation process.

During the first phase of the consultation, funding was sought by the Glasgow Jewish Representative Council to employ a researcher to conduct a public consultation exercise to follow on from the consultation report. This was seen as essential, to ensure that decisions

¹ Morron, Paul. Glasgow Jewish Community Futures Project. Progress Report, May 2011.

[http://www.glasgowjewishrepcouncil.org/Portals/77/GLASGOW%20JEWISH%20COMMUNITY%20FUTURE%20PROJECT%20Paul%20Morron%20May%202011%20\(2\).pdf](http://www.glasgowjewishrepcouncil.org/Portals/77/GLASGOW%20JEWISH%20COMMUNITY%20FUTURE%20PROJECT%20Paul%20Morron%20May%202011%20(2).pdf)

² Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012.

<http://www.glasgowjewishrepcouncil.org/Portals/77/Updated%20COMMUNITY%20FUTURES%20EXECUTIVE%20SUMMARY%20REPORT%20new.pdf> p.2.

about the future of the community were seen to be made by individuals from throughout the community, of all ages, from all organisations and across the whole spectrum of the community, including those who were not currently engaged with communal activities.

ScoJeC, the Scottish Council of Jewish Communities, agreed to a ten day secondment of their projects worker, Dr Fiona Frank, who had the previous year carried out the 'Being Jewish in Scotland' inquiry funded by the Scottish Government.³ Additional funding was sourced to employ two interns, Shani Zour and Conrad Cohen, to work with Fiona Frank on this consultation, and in the end Fiona Frank worked on the project for 30 days in total.

Fiona Frank worked closely with Paul Morron in the design and implementation of the consultation exercise, which included the following activities (see Appendix 1, page 38 for more detail on the research methodology):

- design and distribution of an electronic and paper survey
- the use of social media to attract people to the survey and draw their attention to the consultation document, including the setting up of a dedicated Community Futures Facebook page
- planning and delivery of an open consultation meeting run on 'Conversation Café' lines⁴
- conducting of three 'parlour conversations' in people's homes
- activities within Jewish assemblies in Mearns Castle and Hutchesons' schools
- a meeting with Jewish youth leaders and student leaders
- meetings with Glasgow Jewish students and with young people
- meetings with Israelis (conducted by Shani Zour in Ivrit)

This report is the result of this research phase of the consultation. It is divided into sections relating to the main themes which were raised by the working groups, with an additional section for other issues raised by respondents at the open meetings and the 'parlour conversations' and in the open-ended questions in the survey. Each section concludes with a set of recommendations. Where relevant, references to the 2012 consultation report are included in order to set the context for the discussion. These references are included in italics at the beginning of the relevant sections.

³ http://www.scojec.org/news/2012/12vii_bjis/bjis.html

⁴ Core Principles for Conversation Cafes <http://www.conversationcafe.org/hostCorePrinciples.htm>

Thanks to everyone who completed surveys, attended focus groups, came to our open meetings, participated in the young people's or student events, or took part in the consultation in any other way. The authors acknowledge the support of Paul Morron, Julia Tatarenko (Glasgow Jewish Representative Council administrator) and other members of the Glasgow Jewish Representative Council. Any errors or omissions are our own responsibility.

SECTION TWO: Themes and Responses

2.1 Communications and Cultural Activities

It had been recommended by all of the groups in the first stage of the consultation that the establishment of a regular email community newsletter and well-designed website of activities would be essential to provide comprehensive information on the community's resources and key contacts and be the prime source of information about all community activities. As a proportion of the community particularly among its older members may not be comfortable with online communications, a regular paper magazine is also recommended to accompany these communications.⁵

In the survey we asked people if they thought this kind of provision would help existing and new activity in the community, what type of newsletter would they be most likely to look at most regularly, what features would make a community newsletter attractive, whether respondents would like to be involved in the preparation of this resource, and what additional cultural/educational activities they would like to see being run in Glasgow.

There was a very positive response to the suggestion of an email and paper newsletter. From the survey, of 147 people who answered the question, 83% (122 people) thought that it would help activity within the community, with only 5% (8 people) thinking that it would not, and 12% (17 people) not sure (see Figure 2.1, below).

⁵ Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012, p21

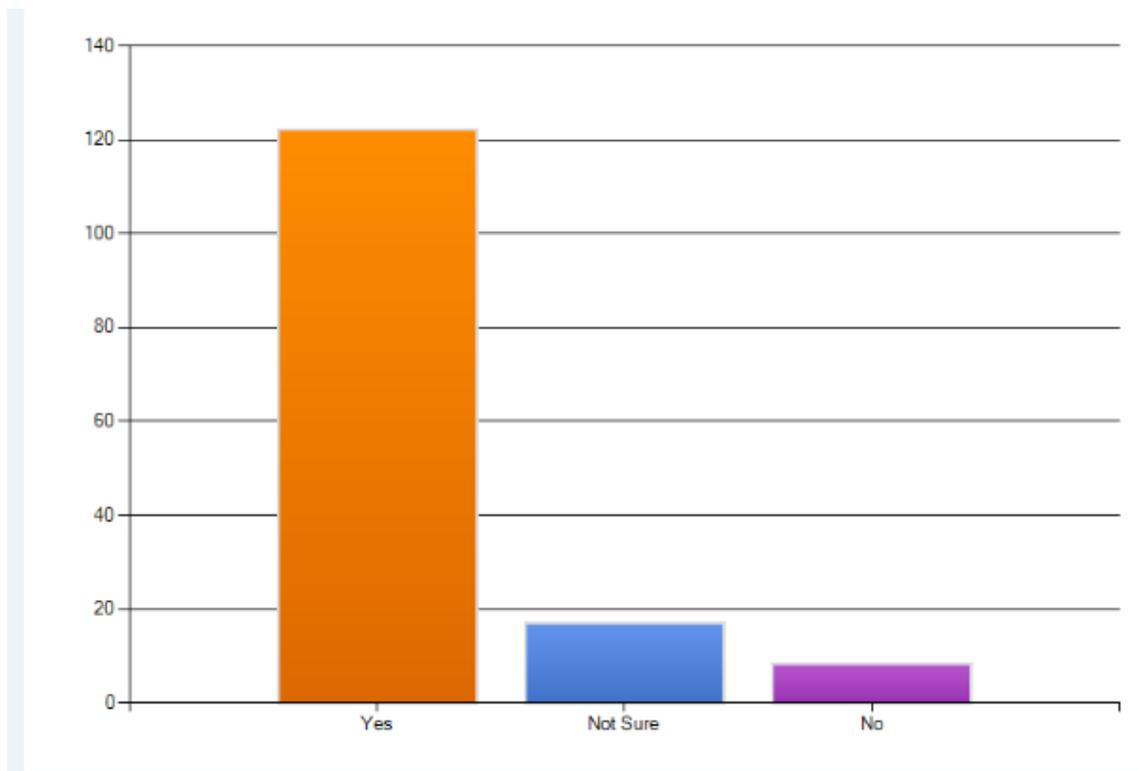


FIGURE 2.1 – Do you think a regular email/newsheet would help existing and new activity within the community?

Of the 147 people who responded to this question, most (108, or 73%) preferred the idea of an email newsletter. 67, or 45%, said that they would also look at a website, with 35% saying that they would look at a Facebook group and only 8% (12 people) saying they would look at a twitter feed. 29% said that they would look at a magazine, and it is important to remember that those who do not have access to email would need to receive paper copies of any information to ensure access across the community. Figure 2.2 below, shows this information in chart form.

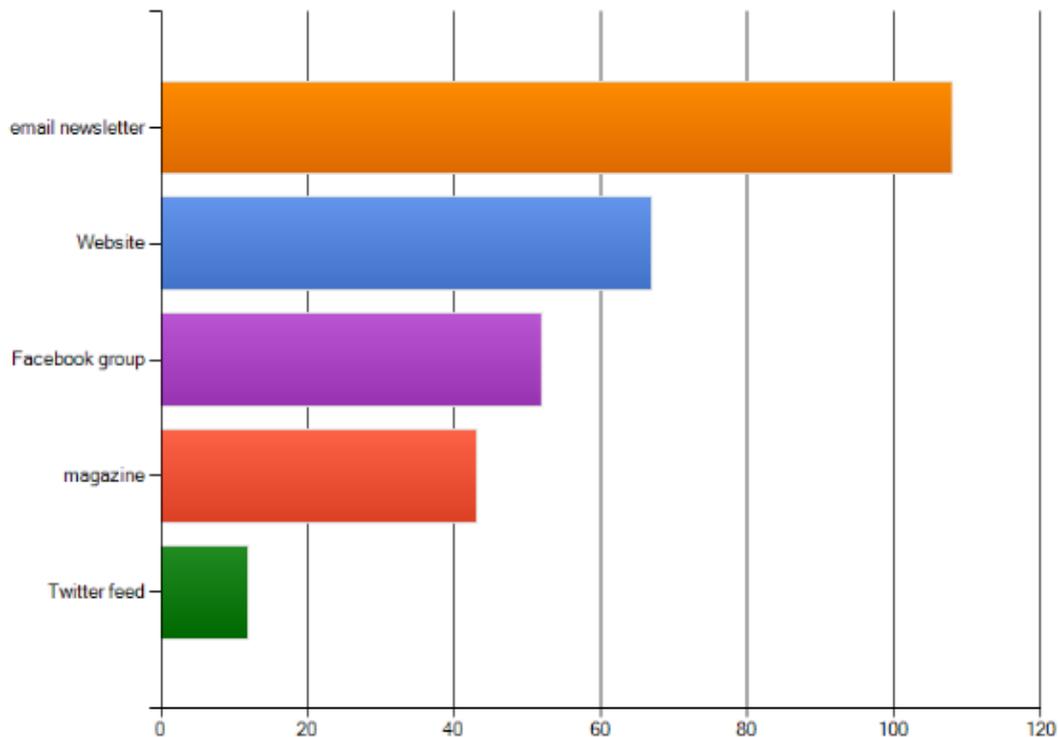


FIGURE 2.2 – Preferred means of receiving information

Each of the three ‘parlour conversation’ groups brought up the issue of communications unprompted, with several people saying that they did not know about the Representative Council’s Community Diary, some saying that they had not heard about Limmud, or wanted to know where to find out about the Film Club, for example. Others were aware of smaller discussion groups and other informal activity and wanted a more structured way to find out about such activity.

The Israeli groups talked about the need for an email newsletter in Ivrit with the same type of information.

Most respondents wanted the content of the newsletter to include information about news and events; a small number mentioned synagogue service times, security updates and features on different Jewish organisations and individuals including “interesting news about Glaswegians abroad”. Other suggestions included recipe shares, ‘hatches matches and dispatches’, and details of local kosher shops and others selling Israeli products. Several made suggestions for the format including ensuring that it was well designed, with short introductions and links to longer sections that people could read if they wished. Examples of useful models of this type of newsletter given by respondents included www.theus.org.uk and their You & US initiative (<http://youandus.theus.org.uk/>) and Edgware K. (www.edgwarek.com). One respondent said:

[It] would need to be relevant and progressive. No halacha discussions and no sideways swipes at sections of the community or individuals... (M, 40s).

Most interestingly, 20 respondents in the survey said that they would be willing to help with the preparation of this resource. Four of these did not give their contact details, and two have since withdrawn their offer of help; but it is worth remembering that people who receive the newsletter may well be willing to volunteer at a later stage and that many people are willing to support this initiative in principle. A list of names and contact details of people who are willing to help with the production of an e-newsletter, diary and community newsheet will be provided to the Representative Council separately.

People of all ages; especially younger people and people in their 60s and early 70s called for more activities for their age groups. The older people wanted non-religious activities such as card evenings, walks, choirs, and more Jewish learning events and discussions. One woman said that she particularly wanted activities for widows and older single people:

Desperate to find out if anything would be going on in the community for singles, widows etc. but there never is! (F, age not given)

One survey respondent summed up the feeling of 'younger' older people expressed in the parlour conversations and elsewhere:

The community is ageing but still has a younger outlook. Future care facilities should realise that Bingo is not the way forward and consider other entertainment for the future. Otherwise the current 60/70 year old age group will not attend. There is no real stimulation for clients who are able minded in any of the organisations caring for the Jewish elderly at present. (gender/age not given)

Young people were interested in both Jewish and general activities such as sport, drama activities for young people. The Jewish students we spoke to were particularly interested in events/trips with Jewish students across Scotland, and mentioned other activities like a Jewish/Israeli film club, a Jewish theatre club and a Jewish book club.

People who had attended the Israeli meeting said that they were interested in non-religious events such as Israeli music, films, food, and folk dance events.

People also asked for Jewish education and Jewish history classes. Respondents in the focus groups, open meetings and survey very much appreciated the Limmud festival of learning and asked for 'Limmud' type Jewish cultural activities throughout the year. They wanted music, dance, crafts and sports workshops, cookery classes, a literary society or book group, Jewish theatre, quiz evenings, Jewish and Israeli films, information on current affairs and on Israel, and events featuring the talent within the community.

One person stressed that there should be more activity for disabled people and people in Care Homes, another that there should be some interfaith events, but also 'intra-faith'

events, i.e. reform and orthodox together. Several people mentioned the inter-communal Chanukah party held at Maccabi as being an excellent example of such an event.

During the life of the consultation, a young woman in her 20s had posted on the 'Jews in Scotland' Facebook page saying that she was interested in setting up some social activities for young Jewish singles. She had several positive responses to her post – showing that there are individuals who will take initiative, as long as there are forums for those people to spread information about their ideas.

We asked people's opinion of the importance of organising a 'Limmud style' event for young people. Just over half the respondents felt that there was merit in organising such an event, and 17 respondents said that they would be interested and willing to help to organise such an event. A list of the names and contact details of those people will be provided to the Glasgow Jewish Representative Council separately.

2.1.1 Recommendations for section 2.1 Communications and Cultural Activities

2.1.1.1 Newsletter

As outlined in the consultation report, it is recommended that the Representative Council start to circulate a regular email newsletter, with a related website which would include more information about items in the newsletter, and a paper newsletter for those who prefer not to go online.

This e-newsletter should include:

- information about religious and secular activities across the whole community.
- relevant graduate job opportunities
- local internships and volunteering opportunities with communal organisations
- A column featuring Glasgow Jewish people in the wider world (encouraging those who have left Glasgow to feel connected to their former community).

Members of the Israeli community should be supported to produce an Ivrit version of the newsletter and an Ivrit section of the Glasgow Jewish Representative Council website.

Facebook groups and Twitter feeds should be used to inform people of the availability of the latest newsletter and updates on the website.

A technical 'one-click' solution should be found so that it is very easy to subscribe to the e-

newsletter; a database sharing exercise (within the limits of the 1998 Data Protection Act) should be carried out with all Glasgow communal organisations, coupled with widespread marketing and publicity, to ensure that the e-newsletter will go directly to as many people in the Glasgow Jewish community as possible, and the e-newsletter should also be marketed to people who have left the community but still want to keep in touch, and people who are thinking of moving to Glasgow.

We recommend that the e-newsletter should be professionally produced and recommend the appointment of an editor/facilitator to manage the production of the newsletter, together with bought-in design consultancy.

The offer of voluntary help with this resource by 14 respondents to the research phase of the consultation should be taken up and an early meeting should be called with them to ascertain their skills, interest and level of involvement offered.

2.1.1.2 Cultural activities and events

We recommend the appointment of a professional outreach/events organiser (who might double as the newsletter editor) to work alongside a team of volunteers, to support groups who currently organise activities, and to put on new activities for different groups as appropriate.

It should be noted that 17 people volunteered to help with a 'Youth Limmud' type event; these volunteers and others who volunteered to help with newsletter production are likely to be willing to support other such activities and should be encouraged to get involved.

Some events should be arranged with an Israeli theme, such as Israeli films, Israeli dancing and Israeli buffets. This would allow Israelis to feel comfortable and 'at home' and additionally would provide learning opportunities for people who have spent time in Israel and/or are interested in brushing up their spoken Hebrew or participating in Israeli cultural activities.

Links should be made to external organisations interested in supporting activities for groups in Glasgow. For example Forestry Commission Scotland has been working with groups in Calderwood Lodge and has seedcorn funding with which it is keen to support other Jewish groups wanting to take up outdoor activity in 2013/2014.⁶

⁶ [http://www.forestry.gov.uk/pdf/CommunitySeedcornFundGuidance2012-13.pdf/\\$file/CommunitySeedcornFundGuidance2012-13.pdf](http://www.forestry.gov.uk/pdf/CommunitySeedcornFundGuidance2012-13.pdf/$file/CommunitySeedcornFundGuidance2012-13.pdf)

2.2 Education – Religious and Secular

One thing which came out of the first phase of the consultation process was the lack of a coherent strategy or approach to Jewish education across the community; it was felt that there was no clear overall coordination, vision or leadership. One consultation group took the view that greater creativity was needed to look at planning events to cater for a need within the community rather than attempting to convince reticent members of the community to come to existing events which were not drawing large audiences. It was recommended that the advantages of families sending their children to Calderwood School should be encouraged and marketed more extensively in the Jewish Community.

Questions which were posed in the consultation report included: ‘do we need a modern and imaginative cheder system to be re-established in Glasgow? Do you think the main synagogues are best placed to provide this service? How do large numbers of families who are not members of synagogues access Jewish educational opportunities for their children? How do we co-ordinate Jewish education in the Community so that there is a coherent programme available to all age groups?’⁷

In the survey, we asked whether there was a need for additional cheder provision and bar and bat mitzvah education, and how those people who were not members of synagogues should access Jewish education for their children. We also asked people who thought there was a need for additional cheder provision which organisations they thought were best placed to deliver that provision.

Of the 133 people who responded to this section of the survey, 67, or 50%, told us they felt that there was a need for more cheder provision, with 17 (13%) disagreeing and 33% not being sure. Interestingly, all of the 31 parents of children 18 and under who responded to the survey completed this question and agreed that there was a need for more cheder provision.

57 people (43%) (including 58% of the parents) thought that there was a need for more Bat Mitzvah provision, and 62 people (47%), including 61% of the parents), thought that there was a need for more Bar Mitzvah provision. (See Figure 2.3 below).

⁷ Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012, p17.

Do you think that there is a need for more:	Yes		Unsure		No		No response	
	Number	%	Number	%	Number	%	Number	%
Cheder provision	67	50	44	33	17	13	5	4
Bar Mitzvah provision	57	43	48	36	19	14	9	7
Bat Mitzvah provision	62	47	47	35	20	15	4	3

FIGURE 2.3 – Perceived need for additional Cheder and Bar/Bat Mitzvah education

Note: a total of 133 respondents answered this question though not all of them answered each section.

We asked those who felt that there was a need for additional cheder provision, which organisations they thought should be delivering this provision. Three respondents pointed out that the Glasgow Reform Synagogue’s cheder was open to people who were not members of that community. 42 people felt that it was up to the synagogues to deliver the provision. Eleven felt that there should be a community response to this need, and that the provision should be delivered by community organisations such as the Representative Council or Limmud. Seven felt that Calderwood Lodge should be delivering it; six suggested youth organisations, and five that the Lubavitch should deliver it.

We asked people how they thought families who were not members of synagogues should access Jewish education opportunities.

Of 76 people who commented on this section, most (44 people) felt that they should join a synagogue, or pay for ‘non-member’ lessons. 19 felt that they could access opportunities through Calderwood, and that Mearns Castle could be encouraged to offer more Jewish educational provision. 17 felt that local Jewish organisations such as the Representative Council, UJIA, and Maccabi could deliver the provision across the community. 13 suggested that they could pay for private tuition or private cheders, and ten people suggested on-line learning. Four people again mentioned the Lubavitcher provision. Three respondents suggested secular organisations such as Maccabi, Habonim or UJIA, or a kind of ‘non-stop Limmud’.

One respondent stressed that:

All children should be welcome at any cheder regardless of whatever affiliation, or none, that their parents have. (F, 50s)

Several respondents raised the issues of fees being a barrier for synagogue membership; two people suggested children's membership at a reduced fee to encourage the rest of the family to become members in the future; another suggested that:

A review of subscription structures is necessary to retain existing memberships and attract others who attend infrequently. (M, 50s)

with one suggesting a kind of:

affiliation rather than full membership (M, 50s)

another saying that:

The shuls should be more flexible by offering lower cost membership to struggling families – same for the elderly. (F, 50s)

with another suggesting:

subsidies for parents who cannot afford a fee (M, 50s)

2.2.1 Recommendations for section 2.2 Education – Religious and Secular

As set out in the consultation report, Calderwood should be seen as a key hub of community cohesion, and the benefits of sending children to Calderwood should be actively marketed to the community.

It can clearly be seen that there is a need for additional cheder provision, including bar and bat mitzvah provision, to be delivered either by synagogues or community organisations.

As recommended in the consultation report, there should be a review of synagogue pricing structures; this would encourage families who are not members of synagogues to access cheder provision. A children's membership should be instigated in order to encourage children to come forward for cheder classes. As well as providing encouragement to children and families, there should also be discounts offered for older people and others on limited incomes.

2.3 Synagogues and Communal Buildings

In the first phase of the consultation, one group looked at the buildings owned across the community and used for communal worship. It was felt that the principal focus would continue to be on Giffnock and Newton Mearns, but that it is important to include Garnethill and maintain a presence in the West End and City Centre. Together with the Reform Congregation in Newton Mearns, this suggests the future sees the need for 4 principal places of worship for the Glasgow Jewish Community – orthodox congregations in Giffnock, Newton Mearns, Garnethill and the Reform Congregation in Newton Mearns. The group “identified a need to look closely at how shuls could more effectively provide for those in (day, home or) residential care and social housing, and also at those in the elderly population for whom membership was challenging financially.” It recommended that shuls look at the viability of offering honorary membership in appropriate cases.

A proposal was put forward in the consultation document for new use of existing buildings. The report detailed the existing buildings owned within the community in the main Jewish areas of Newton Mearns/Giffnock (as well as those in other areas), and put forward the possibility of selling one of the buildings in Giffnock in order to provide one-site facilities for a Jewish ‘hub’ on the other Giffnock site. A proposal for a Jewish Community Centre was put forward, which might have a synagogue and Mikvah, premises for Jewish Care and other social care bodies’ services, sports facilities, meeting rooms and offices, a communal hall and kitchen, a Wi-Fi enabled café serving coffee, snacks etc. and a shop.⁸

Respondents to the survey were asked whether they felt there was a need for a Jewish Community Centre, and what facilities they would like to see in Giffnock and in Newton Mearns. Only two thirds of respondents completed this section of the survey with some saying that they did not live in the south side of Glasgow and could not contribute to the decisions.

People talked about intergenerational support for older people using the Internet (in the way that SCoJeC has already been working with its pilot project ‘Jewish Inter-Links’)

They should transfer already existing facilities into one place. An internet cafe would be good since there would be younger people there to help the older people. (F, 60s)

Consider Skype connections for the elderly to encourage links to their family from their place of care or home. (gender/age not given)

⁸ Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012, p.24

Of those who answered this question, a large majority felt it was important to retain a synagogue at both Newton Mearns and Giffnock. There was broad agreement with the idea of a community centre at Giffnock, with welfare facilities also being based there.

Facility	In Newton Mearns?		In Giffnock?	
	Number	%	Number	%
Welfare facility	52	47	86	78
Synagogue	80	73	95	86
Sports facility	38	35	67	61
Community centre	54	49	85	77
Café	66	60	78	71
Wifi	66	60	75	68

FIGURE 2.4 – Preference for location of community facilities (n=110)

When responding to this section of the survey, several respondents commented that divisions in the community needed to be healed:

The community needs to work together. The orthodox community (and by that I mean the whole community, rabbis and religious members included) need to recognise that some of the Jewish community of Glasgow are reform and work together. The whole of the reform community needs to work with the orthodox community. That is going to be the only way that the Jewish community in Glasgow can move forward. For example, I cannot remember an event jointly hosted by both reform and orthodox rabbis in Glasgow. I cannot remember being at an event where both reform and orthodox rabbis say prayers. People are too close-minded. (M, 20s)

I think it'd be incredibly important to ensure that any 'campus' wasn't dominated by one strand of Judaism (orthodoxy) but that there was openness and scope for other strands to be present, visible and recognised. By focusing on the existing sites you risk cementing old divides. Perhaps an entirely new centre would be required. (F, 40s)

This is the old Glasgow question of whether or not the community remains silo-ed and factionalised, or joins forces to make one community organisation for all sections of the city. (M, 50s)

Whilst there have been improved attitudes over the years towards inclusion, we need to keep moving further forwards in that direction. I would see it as a waste of resources to have 2 lots of some of these items above. (M, 50s)

One respondent stated:

What we really need is one shul with shared facilities, for sports, community welfare, with banqueting suite/overflow service facility, cafe, all with wifi. (F, 50s)

Another said:

We have Marks Deli and Lubavitch so there is not really the necessity for another cafe. I have to say I like the Hong Kong idea of shul, and community centre and elderly care home, sports centre all together in the one building. (F, 50s)

Several Glasgow respondents to the 'Being Jewish in Scotland' survey in 2012 mentioned the need for a community centre:

Build a proper community/cultural centre not attached to the shul. (M, 40s)

There is nowhere for Jewish single people to meet. When I was single, there was the Jewish Institute, the 7.30 dance club and socials for charity in other people's homes. (F, 70s)

At the open meeting, although one attendee felt that there was no need for a community centre as a 'white elephant that noone will use'; others made comments such as:

We definitely need a Jewish community centre but one that can be used by the whole Glasgow Jewish community, for all ages.

And

There should definitely be a centre, and a place where people can just pop in as well as there being set activities, somewhere for people of all ages.

A participant in one of the 'parlour conversations' said that he was:

...disappointed in the shuls – we could have taken the opportunity to merge the communities, and invested in a fantastic infrastructure. (M, 50s)

Another said:

Leeds did it; we could have done something exciting. We've bypassed the opportunity that was brought to the table, it really angers me that one or two key individuals can influence the future, that shouldn't be allowed to happen, we have protocols /committees who stopped the merge. (M, 50s).

With relation to the question of a community centre, several people mentioned Calderwood Lodge as an important hub of the community, being a central place for Jewish education and for people – children and parents – to meet each other. It was very noticeable from the ‘parlour conversations’ too that several groups of friends had met through the shared activities of their children, all pupils at Calderwood Lodge:

As soon as my kids started in Calderwood Lodge I felt I belonged to the community. Many people offered their help and friendship. (F, 30s, respondent to the Being Jewish in Scotland inquiry 2012.)

Why wasn't Calderwood Lodge mentioned in this survey? That is an important part of the community at the moment. There are fewer Jewish pupils there but it should not be forgotten. Children are the future! (M, 20s)

More than one respondent stressed that we must not focus on the south side of Glasgow to the detriment of our city centre provision:

We must not lose sight of our Jewish history. It is therefore important, in addition to focusing on the future of the South Side of Glasgow, to continue to support the City centre location of Garnethill Synagogue which provides an iconic home for the SJAC [Scottish Jewish Archive Centre] and a continuing House of Worship for the currently vibrant Garnethill Hebrew Congregation and the many visitors from around the world who visit Glasgow. (M, 70s)

The question of shul subscriptions was brought up by several respondents in the unstructured ‘parlour conversations’. Several young families with young children at Calderwood talked about shul subscriptions being too high; and one older participant asked whether ‘shul subscriptions have to be so expensive’. Although it was understood that people aren’t turned away if they ask for reduced membership, people felt that not many people would raise the issue of needing this facility.

2.3.1 Recommendations for section 2.3 Synagogues and Communal Buildings

The survey results suggest that investigations should continue into the feasibility of developing a community centre on one of the two Giffnock sites. This should be open to the whole community, have some kind of café/bar facility, offer wifi provision, and be a place where organisations and groups can meet and run activities.

As mentioned in the recommendations for the previous section, there should be a review of synagogue pricing structures. The possibility of discounted rates for those in need should be publicised and it should be possible to apply for these discounted rates in confidence.

2.4 Care

The consultation document made reference to the community's "justifiable pride in the range, nature and quality of [its] care services" and particularly the four pillars of service - Jewish Care, Cosgrove Care, Newark Care and Arklet Housing Association, with their excellent leadership, staff, and dedicated volunteers. It was mentioned that Jewish Care's Social Care Agency was a winner of the Queens Award for Excellence in the Third sector; a testament to the recognition of these exceptional standards. The consultation document also mentioned other organisations which provide care services to the community such as the Jewish Sick Visiting Association; the Jewish Blind Society; Chai (cancer) Care; the Scottish University Jewish Chaplaincy; and AJEX.

The group which considered the future social care needs of the community and how they could best be achieved made a recommendation that carers and future recipients of service as well as current service receivers should be included in future research, and that that an urgent demographic study be made of the size and composition of the Community.⁹

Time did not allow for the inclusion of carers in this research phase, so further research is necessary. Some demographic information from the 2001 census on the age, health and other indicators of Jewish people in Glasgow City and East Renfrewshire is attached as Appendix 2. Equivalent information from the 2011 census will be available later this year.

In the survey and at the open meeting we asked people what were the most important things about the provision of care in the Jewish community, how important they felt it was for members of the community to be cared for in a Jewish setting, and what a 'Jewish setting' meant to them.

Figure 2.5 below shows the elements that respondents thought were most important in the provision of care in the Jewish community (people were asked to indicate the three elements which they felt were most important).

⁹ Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012, p.11

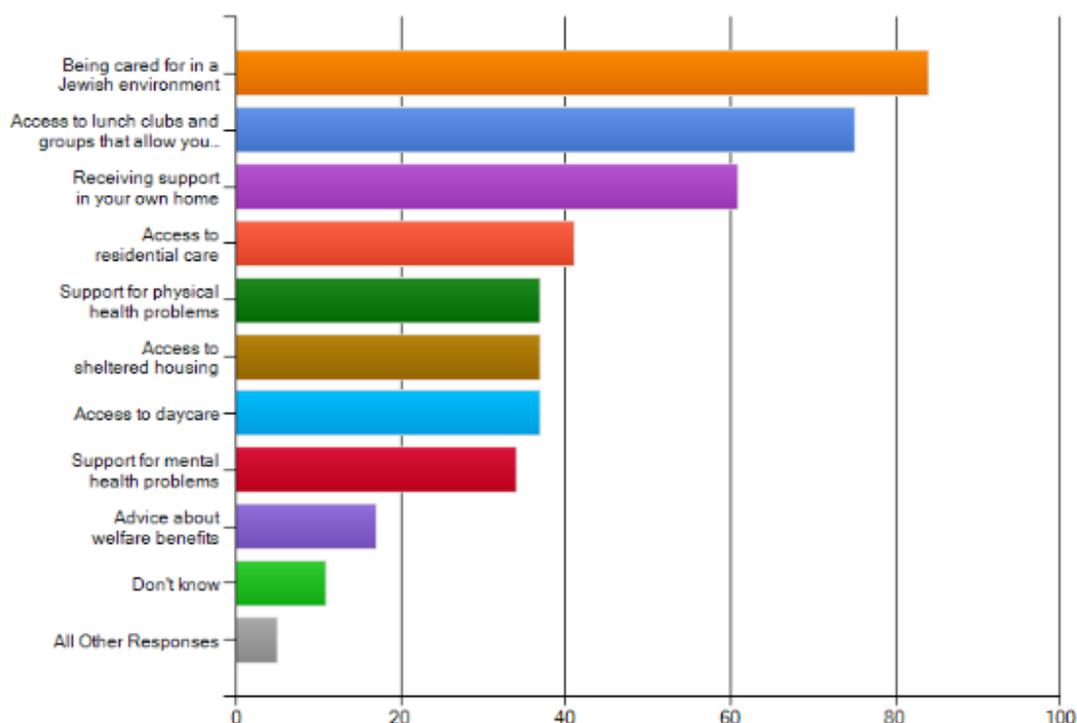


FIGURE 2.5 – Important elements in care in the Jewish community

Although several people commented that it was hard to rate the elements given in the question and that all were important, of the 130 people who responded to this question, 84, or 65%, felt that ‘being cared for in a Jewish environment’ was most important to them. ‘Having access to lunch clubs and groups that allow you to meet friends socially’, was also ranked highly, mentioned by 75 people (58%), as was ‘receiving support in your own home’ (61 people, 47%).

Other suggestions included arrangement of transport for those who needed it, and a comment by a young woman who made a strong request for a support group for young people with health problems:

Not all disabilities can be seen physically ... like myself there are young people with serious health problems who have no one else of their age group who understands what it is like. Not all disabilities/health problems can be seen physically ... Some people may look outstanding when really they have serious health problems and are very lucky to be here. I think a support group within the community would be nice. Aimed at young people it would allow them to meet others who are going through something similar and if the persons parents/carers would like to come along to see how others cope watching their child suffer and go through prejudice. (F, 20s)

Another respondent commented that:

There are a lot more members of the community who have Mental Health problems than people realise. More publicity on what is currently on offer for Jewish people with mental health problems should be offered and more resources to reduce stigma. (gender/age not given)

Several people mentioned the excellent work done by Jewish Care:

Jewish Care has been magnificent. (F, 50s)

For the size of the community we are blessed with wonderful Jewish care, in all its aspects. (F, 70s)

We should support Jewish Care and Cosgrove Care. (M, 70s)

One respondent said he had had mixed experiences when asking for support from Jewish Care, and would have appreciated the chance to comment on the service he had received anonymously but with the assurance that his comments would be taken notice of (M, 50s). Another told us of a horrific experience he had had in a local hospital, and also mentioned the lack of official channels where he could complain about the service he had received. (M, 80s).

We asked people how important they felt it was to be cared for in a Jewish setting and environment. The results can be seen in Figure 2.6, below. Of the 137 people who responded, 128, or 93%, felt that a Jewish setting was important or very important to them.

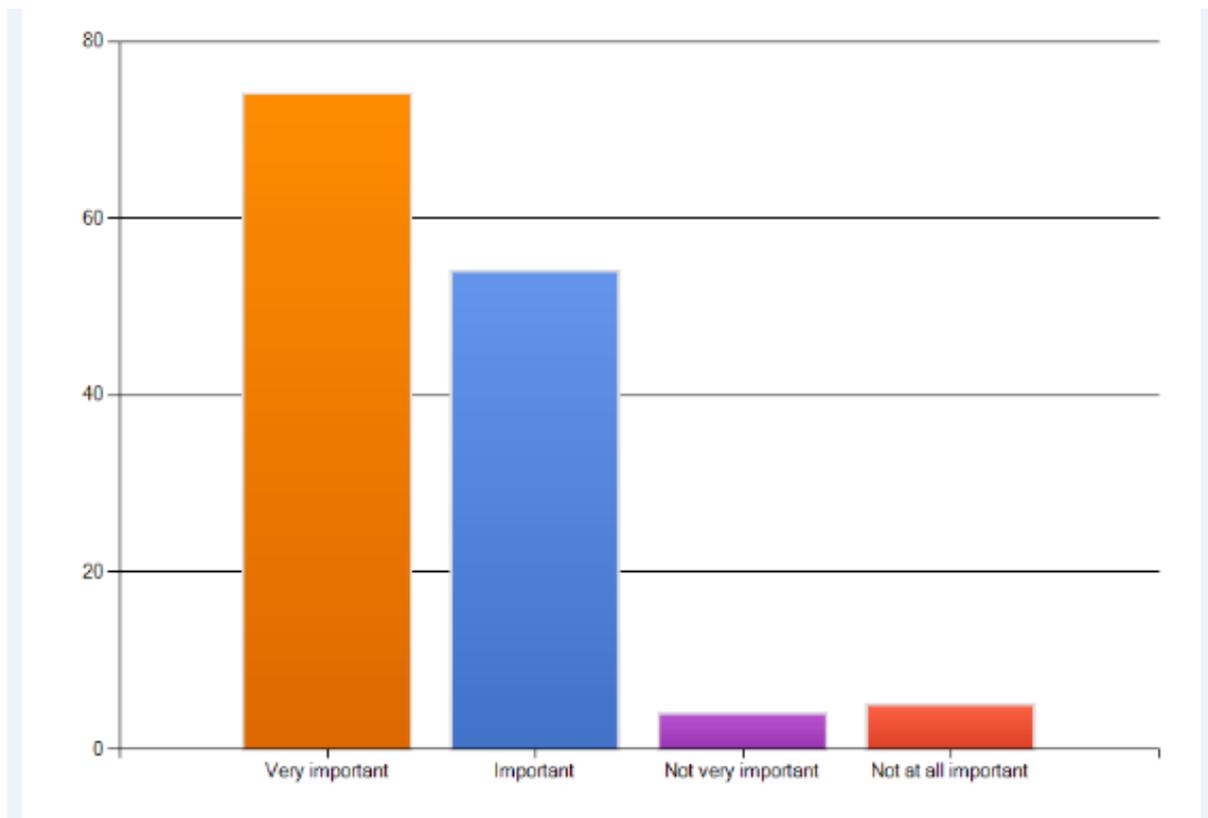


FIGURE 2.6 – Perceived importance of being cared for in a Jewish environment

One of the participants in a ‘parlour conversation’ talked about the experience her father had had of being in a non-Jewish home for ten days after a stay in hospital until she was able to transfer him to a Jewish care home:

It’s an issue when Jewish people can’t get into the care homes because non Jewish people are there. It’s important – the ethos, the whole environment. It was very important for my father to have kosher food – he’s a religious man. He was in a non-Jewish home for ten days - it would have been awful as Christmas came, and there would be a Christmas tree. (F, 60s).

We asked people what ‘a Jewish setting and environment’ meant to them. Responses can be seen in Figure 2.7 below. Of the 133 people who responded to this question, 107, or 80%, said that this meant ‘being in the company of other Jewish people. Kosher food, and celebrating Jewish festivals, were also seen as important, with 96 people or 72% mentioning kosher food, and 72, or 54%, mentioning celebrating Jewish festivals.

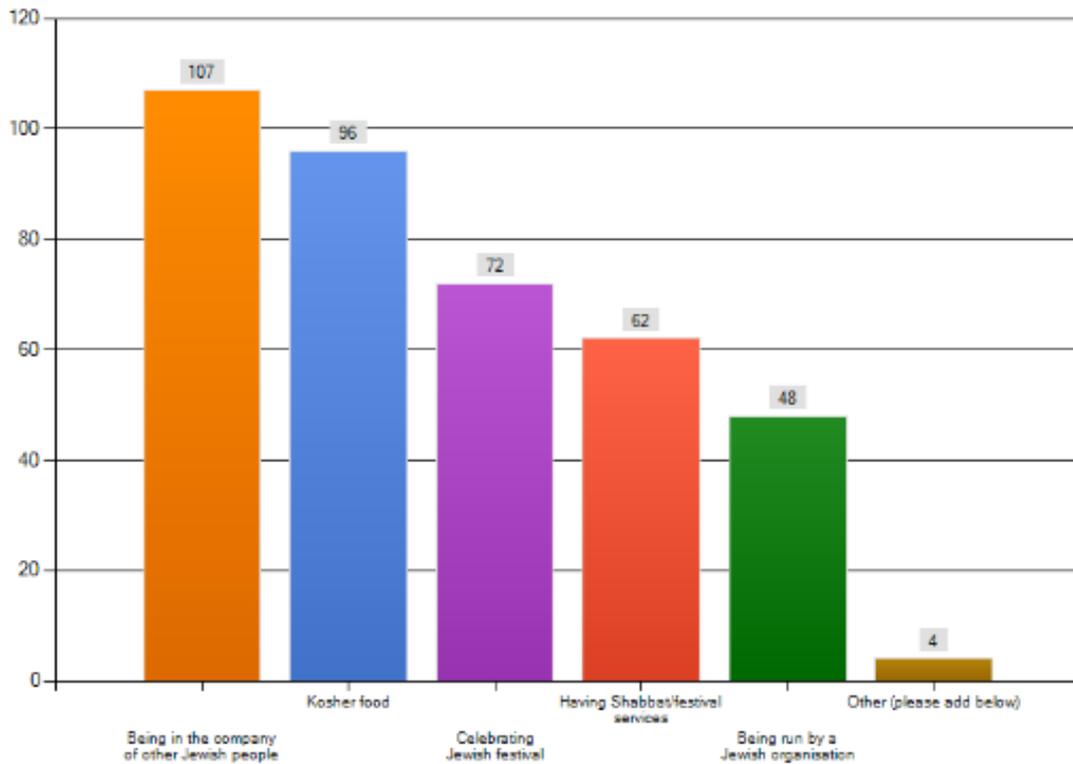


FIGURE 2.7 – What does a ‘Jewish environment’ mean to you?

A small number of respondents said that these issues were not important to them personally, and one respondent commented that:

...maybe in a later generation, where young people mix more with the outside world and feel more comfortable with non-Jewish people, this will perhaps not matter so much (F, 70s)

One respondent stressed that members of the community should get more involved in the existing residential care settings by:

...volunteering and by attending shul in these settings (where there are no fees!). (gender/age not given)

Another respondent suggested:

...regular visits from rabbis, and talks on Jewish themes from time to time. (F, 70s)

It was also noted that Jewish Care is receiving increasing demands on its services from vulnerable people below pension age facing poverty due to changes in benefits arrangements and availability of services from district councils; Jewish Care has provided Jewish people in Glasgow with basic needs such as kettles and fridges, several people in the district are facing repossession of their homes, and people were having difficulty with burial society debts and purchasing kosher food.

2.4.1 Recommendations for section 2.4 Care

It should be noted that 93 per cent of those answering the question felt that it was important to be cared for in a Jewish setting and environment and they felt the most important element of that was being in the company of Jewish people, having kosher food, and celebrating Shabbat and festivals. Attention should be paid to finding ways in which people's wishes to be cared for in this way can be met.

It should be noted that young people in need of care and support are keen to meet to share experiences.

We recommend the commissioning of a separate piece of research covering the future needs of carers, and of those members of the Jewish community claiming benefit and/or in financial hardship. Only a small number of this significant minority responded to the survey or attended focus groups or events. It should be noted that the majority of the community is not aware of the extent of poverty in the Glasgow Jewish community, nor of the extent of loans provided by Jewish Care to those in difficulty.

2.5 Israel and the Glasgow community

In the first phase of the consultation process, Group 3 briefly looked at the community's relationship with Israel. It was felt that there is no overall strategic approach and no overall planning with regard to Israel. The Jewish community will reflect the full spectrum of opinion regarding the Middle East conflict and Israel's reaction(s) to it. But it was felt that we do not need unanimity before we can act, and that we should not fear dissent; there is no "single" approach to effective Israel advocacy, and a full menu of approaches is needed.¹⁰

In the survey we asked how we should raise the profile of Israel within the community. The full question read:

"How do we raise the profile of Israel within the community? Glasgow historically was one of the centres of Zionist activity in British Jewry. Does the community need to give a higher profile to matters concerning Israel? And how do we promote healthy debate within the community? Please add your comments."

70 respondents, or 44 per cent of respondents, felt that it was important to give a higher profile to Israel, putting forward various suggestions as outlined below. 19 respondents, or 12 per cent, felt that Israel either had a high enough profile already or that it was not an important priority. 66 respondents, or 42 per cent, did not answer the question. (See figure 2.8 below).

¹⁰ Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012, p.27.

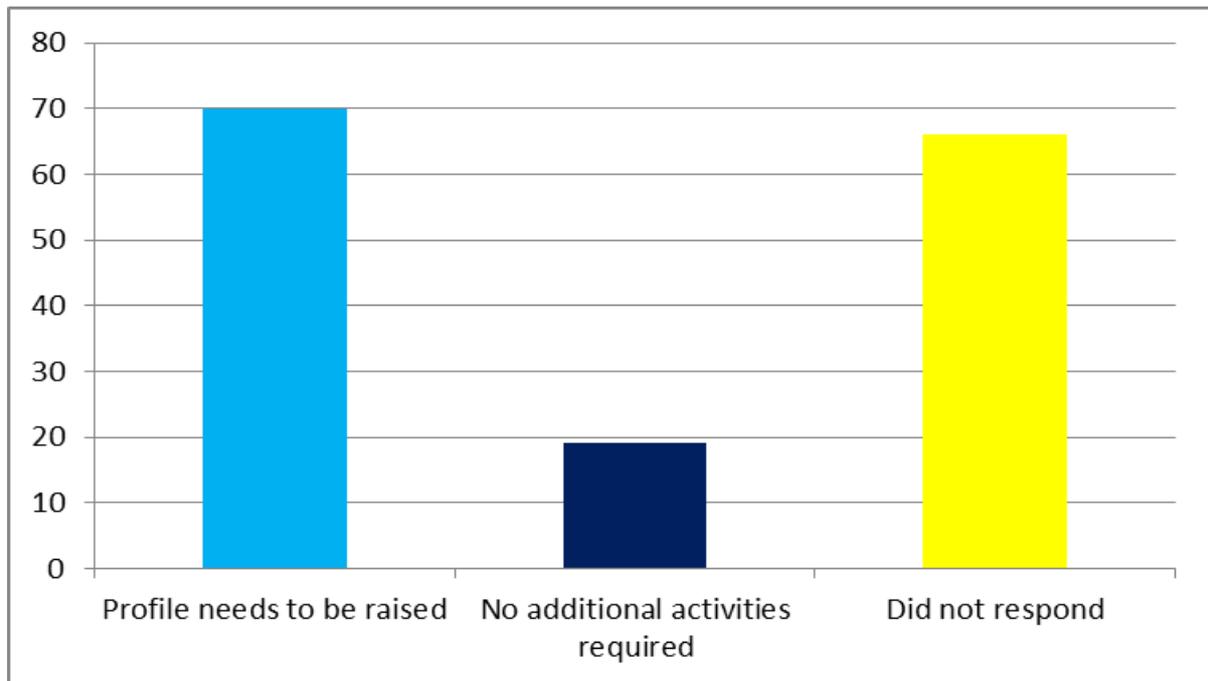


Figure 2.8 – Do we need to give a higher profile to matters concerning Israel?

Suggestions put forward included cultural and educational events, political debate, guest speakers and campus initiatives concerning Israel, including online resources, email newsletters, and leaflets for the non-Jewish public.

Comments included:

Israel should remain an important focal point to the community as it is an important part of a Jewish identity. (M, 30s)

There is widespread and growing ignorance about Israel and her politics in the community. This breeds apathy and alienation. A major educational and motivational programme is required. (M, 60s)

Make the community better informed by organising courses or other regular events. Arrange for access to more information on the situation in the Middle East. (F, 50s)

Guest speakers, lectures, films, debates. (F, 60s)

The Jewish Film club ... is also very useful at demonstrating different views of Israel. (F, 50s)

By holding Israeli cultural events that are open to the public. The world needs to see Israel and Israelis as a normal Country rather than the armed aggressor that the BBC loves to portray them as. (M, 40s)

One obvious way is to integrate Israel knowledge into an enhanced Jewish educational project for all ages. (M, 50s)

In recent years we have avoided discussing Israel openly because it's a difficult subject and there are many different views in consequence our young people don't know where to get good reliable information and haven't had the opportunity to examine their ideas within the community before venturing into the workplace or onto campus. We need to use people from the community as well as outside speakers, run courses, lectures & debates and not be afraid of airing different views. (F, 50s)

Twinning links were suggested; one respondent suggested that we should:

Twin the community with a community in Israel (F, 30s)

and that we should

Have shlichim again. (F, 30s)

The suggestion of *shlichim* was also raised at the open meeting, and by the Israeli group. Another suggested we should have

Visits from Israelis to explain what is going on [and] opportunities for young people to go to Israel/have Israelis stay in your home. (F, 50s)

One respondent said:

I personally don't know enough to debate the issues properly with my non-Jewish friends and colleagues so perhaps a little education for the community about Israel's history and current issues and how we should tackle this in our daily lives. (F, 80+)

Five people expressed concern over their safety, due to anti-Israel attitudes.

The pro-Palestinian tables in town are intimidating (F, 60s)

...not allow anti-semitic and/or Islamic extremist groups to slander Israel and its activities. (M, 20s)

...help our students to face the anti-Zionistic activity in Universities in Scotland. (F, 50s)

Try to oppose the Muslim radicals and generate anti-protests. (M, 40s)

There needs to be more debate...also within the Scottish Parliament which gives a great deal of attention to pro-Palestinian organisations... (F, 50s)

And ten respondents suggested that the anti-Israel bias in the press should be combated by the communal organisations:

It is a very difficult task to overcome the negative prejudice against Israel which is caused by Channel 4, BBC & media, but we must keep working to counter this by giving all the true facts. (F, 60s)

Eighteen people felt that something should be done but they weren't sure what. Some people felt that the political situation in Israel made our position difficult:

Impossible with this Israeli government and its policy on expanding settlements. It overshadows all the good Israel does and can offer. (M, 50s)

Helps us who live in Glasgow to speak knowledgeably about Israel without sounding defensive or feeling obliged to condone all of the Israeli government's views. (F, 50s)

Difficulty in supporting the current Israeli government policies makes pro-/Israel advocacy very problematic. (M, 60s)

Nineteen people felt that nothing should be done, one saying:

I think it is more important to deal with our own problems than to get involved in what is happening in Israel. Are there groups in Israel discussing what should happen in Scotland? (F, 50s)

Israel has a high enough profile already. we are a Diaspora community, which has to be given the attention it needs in order to flourish. Glasgow was v Zionist in the past as was required historically. But it is wrong to neglect local communities, after all, even the support of Israel depends on healthy Diaspora communities. (F, 80+)

It is not necessary to raise the profile of Israel in the community. (M, 50s)

Not our job. (M, 70s)

The community know about Israel already. (M, 60s)

One person said that the groups working in this area should work together rather than continually looking at setting up new groups:

...actually support the few people in the community who are trying this. Stop creating other disjoint and dysfunctional alternatives. Work together even if the other people are 'too reform' or 'not orthodox enough' or 'too orthodox'. (M, 40s)

2.5.1 Recommendations for section 2.5 Israel

We recommend that a programme of education and discussion sessions on Israeli history and politics be launched at an easily accessible venue, using existing groups and resources where possible. This should be publicised to and made accessible to Jewish students and young people as well as to older members of the community.

2.6 Israelis in Glasgow

We held two open meetings with Israelis to consult with them about their views about the future of the Glasgow Jewish community. As our intern, Shani Zour, is a native speaker, we were able to conduct the meetings in Ivrit. Fourteen Israelis attended these events along with partners and nine children in all – children’s activities were arranged at both events so that the parents could talk freely. Four of those present had attended from outside Glasgow and others from outside Glasgow had expressed interest in meeting in the future. All were happy to meet up as Israelis, eat Israeli food, and speak Ivrit, and were interested in having future meetings.

Those who attended felt they needed more information about organisations like the Glasgow Jewish Representative Council: they were interested in what they did, what their relevance was to Israelis, and whether their websites and other information was available in Hebrew as well as in English.

Two attendees had worked for the Jewish Agency as *shlichim* in the past, and felt that since the discontinuation of this programme there had been very little organisation involving Israelis.

As mentioned above, attendees were interested in a Hebrew-language newsletter about events and functions in the community, and suggested the appointment of a specific person whose role would be to publicise such events to the Israeli community and to act as a central liaison person. It was noted that many of the Israelis did not read the Jewish Telegraph and would prefer a Hebrew language email circular about such events.

Events and activities mentioned by the group included non-religious events such as Israeli music, film, food, and dance events, better disseminated information about events such as the celebrations for Yom Haatzmaut, Yom Hazikaron, and Pesach, inviting Israeli artistes to perform in Glasgow.

One suggestion was a club or Israeli café with Hebrew books, film, newspaper and music for children and adults, where Israelis could meet and socialise; the screening of lectures, talks and other activities that people could watch together, non-religious Hebrew lessons for children and adults, an online web forum in Ivrit where people could discuss different issues, and more meetings where people could get together and socialise.

Although some Israeli attendees sent their children to Calderwood School, attended local synagogues, and felt part of the local Jewish community, others were less connected and said that they would like to have more information about non-religious community activities.

Some present, especially more recent arrivals said that they would like to have information on 'living in the UK' issues like accessing health care, dentistry, mobile phone and gas/electricity deals, opening a bank account, and housing, possibly with a local Ivrit-speaking person, or Israeli who had been living in the area longer, supporting them with these issues.

The names and contact details of two people who were interested in acting as central liaison persons for the Israeli community will be passed to the Representative Council separately.

It was pointed out that Israelis would usually search for 'Israeli' rather than 'Jewish' on web searches so may not immediately land on relevant websites in Glasgow.

Some attendees raised the concern that companies might prefer local applicants, that Israeli qualifications would not be appropriate for British jobs. Support was requested on job seeking and CV writing, and also on university entrance requirements, fees, and the difference between universities in Scotland and in England and Wales.

People expressed feelings of fear, at times when there were protests against Israel. They asked if there was adequate security in place, for example at Calderwood School. Reflecting the findings of the Being Jewish in Scotland survey from 2012,¹¹ one person said that she did not feel safe to say she was from Israel, another said that for fear of being targeted she avoided anything Jewish, did not send her children to the Jewish school and avoided associating with the Jewish community. Another attendee, in contrast, currently living outside Glasgow, was planning to move her family to Glasgow and send her daughter to the Jewish school so that she could become part of a Jewish community.

Attendees felt that there was widespread hatred and ignorance towards Israel, and that UK television is hostile towards Israel and misleading. There was a suggestion that the film 'The Gatekeepers' should be screened across Scotland and serve as a vehicle for hasbara.

People felt that there was a need for representation and information about Israel at Scottish universities, and that there should be constant, open and public support for Israel – not only at times when she is being publicly attacked. A rally in support of Israel was suggested, and demonstrations of support across Scotland.

SCoJeC and Glasgow Jewish Rep Council are involved politically – they buy Israeli products, celebrate Israel's Independence Day, get money from Israel (?), organise Israeli sing-alongs – all these events link both SCoJeC and the Rep Council politically to Israel, so they also need to act when there are demonstrations against Israel. (M, 40s)

¹¹ http://www.scojec.org/news/2012/12vii_bjis/bjis.html

Attendees were interested in holding a meeting with representatives of these organisations to discuss things further.

2.6.1 Recommendations for section 2.6 Israelis in Glasgow

Support for Israelis arriving in Glasgow should be available in the forms of: a section for Israelis in Hebrew on the Glasgow Jewish Representative Council's website, an Ivrit-language welcome pack, and 'signposters' who can support people with registering for doctors, dentists, utilities and housing, and with CV writing and job seeking.

It should be noted that many Israelis in Glasgow have a heightened sense of insecurity, and feel that there is widespread hatred of and ignorance towards Israel. Some avoid saying they are Israeli, others avoid the Jewish community as a way of keeping safe.

The Glasgow Jewish Representative Council office bearers should make an early appointment to meet with representatives of the local Israeli community, to discuss issues including how the Council can help to demonstrate public support for Israel,, whether the Council can assist with making a space available for Israelis to use as a library, resource centre and Ivrit education centre, and to discuss representation for local Israelis on the Council.

It should be noted that most Israelis in Glasgow consider themselves secular, and thus less inclined to participate in religious activities. They are however keen to participate in Israeli cultural activities and should be supported to organise and access this type of activity for themselves and for the whole community.

2.7 Voices of Young People and Students: Activities and Actions

It was recommended in the consultation report that a programme be initiated to maximise the effectiveness of the paid outreach service within the Jewish community. This would start by promoting and developing a closer working relationship between outreach workers from different organisations; would ensure a strategy for reaching out to unaffiliated Jewish young people, and would involve the appointment of a senior professionally qualified youth and community worker or community development worker, who would take on the role of supporting, advising and mentoring the other outreach workers. Next, opportunities should be offered to younger people to train as qualified workers and to ensure the continuous professional development of volunteer workers.¹²

We conducted activities in Mearns Castle High School and Hutchesons' Grammar Schools during the Jewish assemblies, alongside the UJIA (United Jewish Israel Appeal) Glasgow Youth Worker, Matthew Goldring, working with a total of 64 school pupils. We talked to young people in informal settings such as the inter-communal Chanukah party, and in more formal settings including at meetings of youth leaders and youth workers, and met with unaffiliated Jewish young people who did not attend Jewish assemblies. We talked to Glasgow students at their own events, at a Purim party, and at an open meeting for students. A small number of young people/students completed an additional survey questionnaire.

We asked each participant what they enjoyed about living in Glasgow and about being Jewish, what could be improved about living in Glasgow and being Jewish in Glasgow, what would attract them to a Jewish community, and what changes they would like to see in the Jewish community.

2.7.1 Young people

The summary of young people's responses are shown on figures 2.9 to 2.14 below.

There was a very positive and varied response to the question 'What do you like best about living in Glasgow?', (see figure 2.9) and responses including sports, shopping, and local activities. One young person said they liked:

The culture, the history, the people. (Hutchesons' Grammar School)

and another mentioned:

The Jewish community, my family and friends. (Mearns Castle High School)

¹² Morron, Paul. Glasgow Jewish Representative Council: Community Futures Project, Report for Community Consultation. December 2012, pp.19-20.

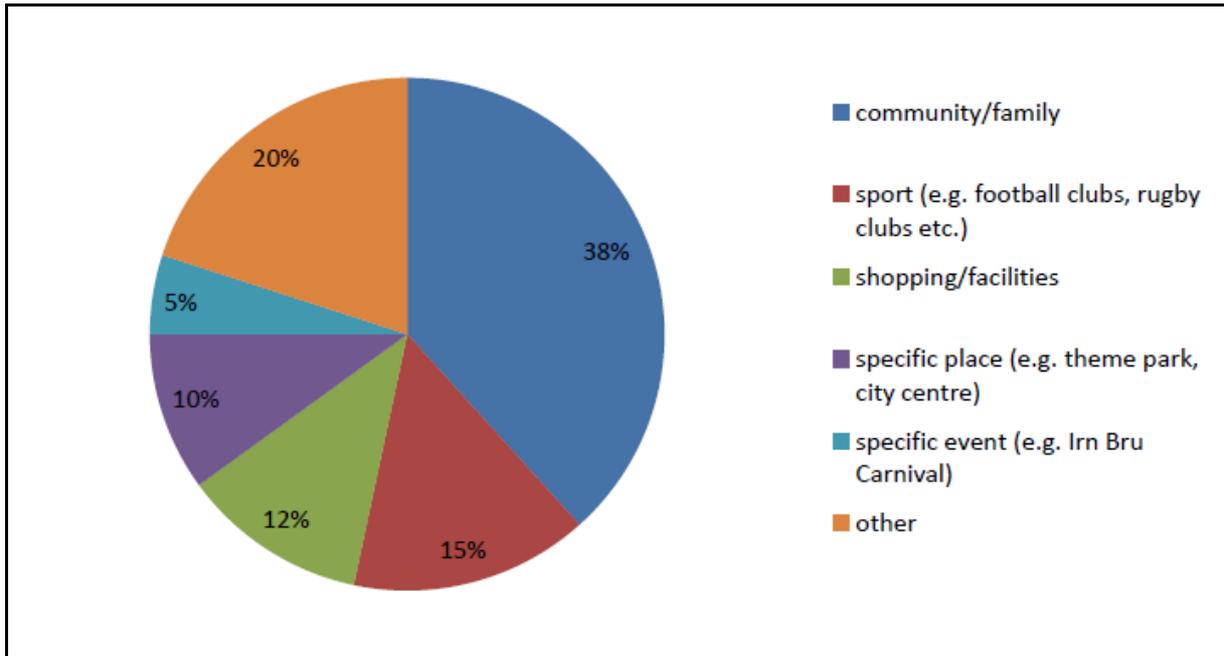


FIGURE 2.9 – What do you like best about living in Glasgow? (n=60)

We asked the young people what they liked best about being Jewish; responses were equally spread between community and family, food, and the festivals and religious life (see figure 2.10). Five people mentioned their bar and bat mitzvahs. One young person said:

I'm proud to be Jewish because I am carrying on my family's tradition. (Hutchesons' Grammar School)

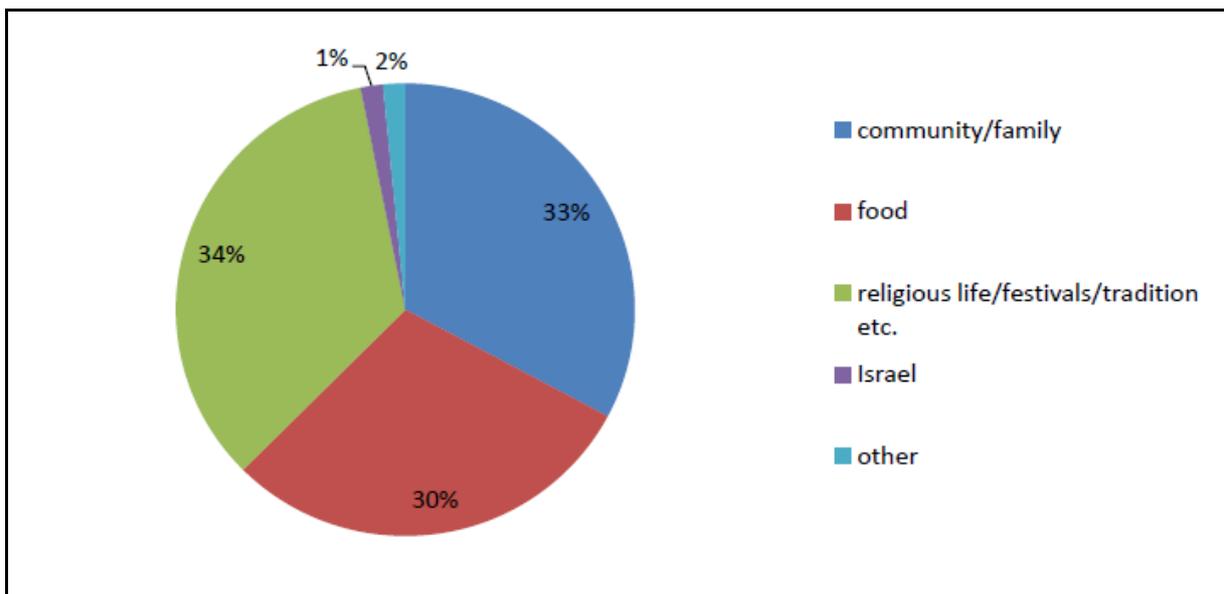


FIGURE 2.10 – What do you like best about being Jewish? (n=64)

Asked what they liked best about being Jewish in Glasgow, most talked about the community. (see figure 2.11). A typical answer was:

Being a part of a close group of people with everyone knowing each other. (Mearns Castle High School)

Or

Feel part of something, all friends. (Hutchesons' Grammar School)

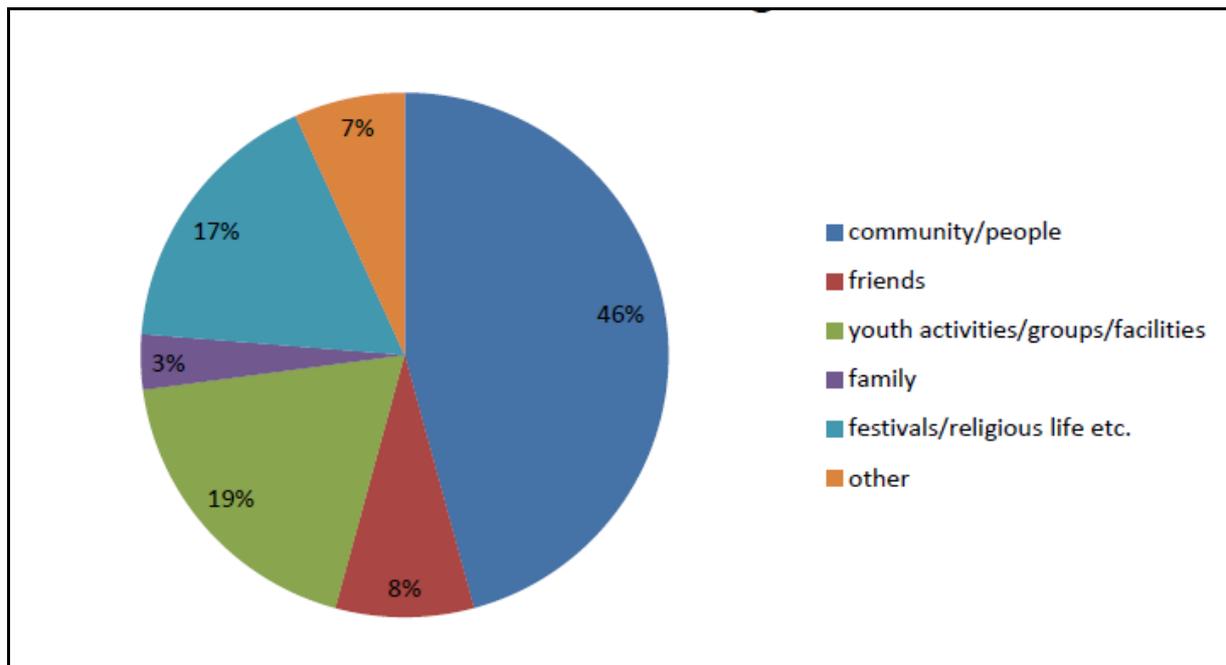


FIGURE 2.11 – What do you like best about being Jewish in Glasgow? (n=59)

In their answers to the question ‘what could be better about living in Glasgow?’ (see figure 2.12), the weather was mentioned by half the respondents – leading us to believe that one reason why young Jewish people may wish to leave Glasgow cannot be rectified by changes to the Jewish community! Worryingly, however, nine respondents in the school survey mentioned, as areas which could be improved, anti-semitism, crime levels, and not feeling safe in their communities:

Less antisemitism e.g. Posters outside Calderwood. (Mearns Castle High School)

Feels unsafe in many places. (Hutchesons' Grammar School)

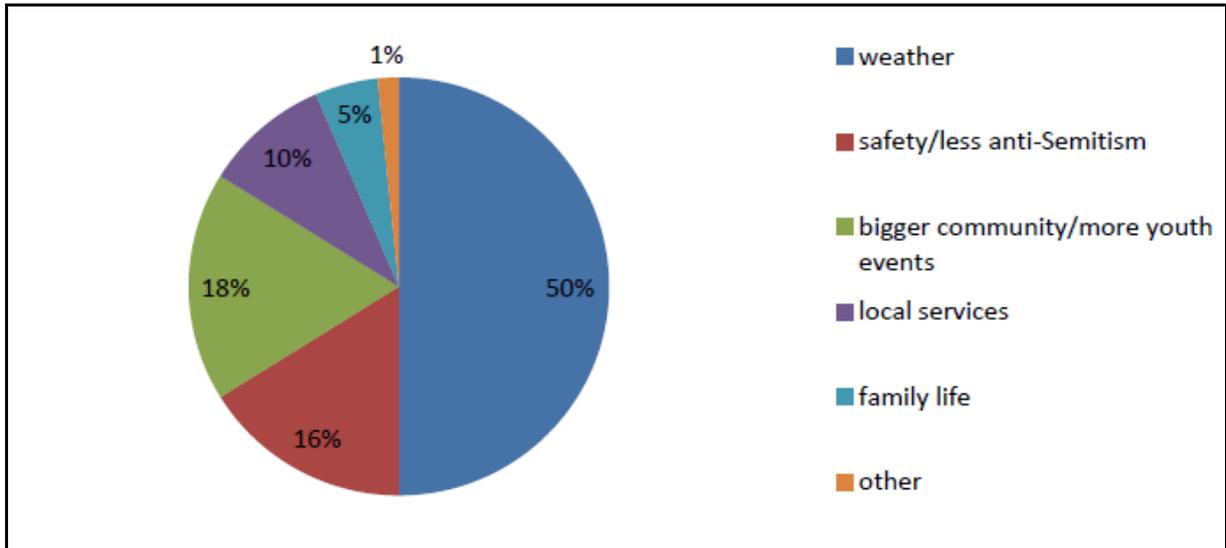


FIGURE 2.12 – What could be better about living in Glasgow?

Eighteen per cent of respondents mentioned wanting a bigger community and more youth events:

More Jewish community, more things to do. (Mearns Castle High School)

More Jewish activities for teenagers/children. (Mearns Castle High School)

And this theme was picked up in responses to the next two questions, ‘what would attract you to a Jewish community?’ and ‘what changes would you like to see in five years’ time in Glasgow’s Jewish community?’

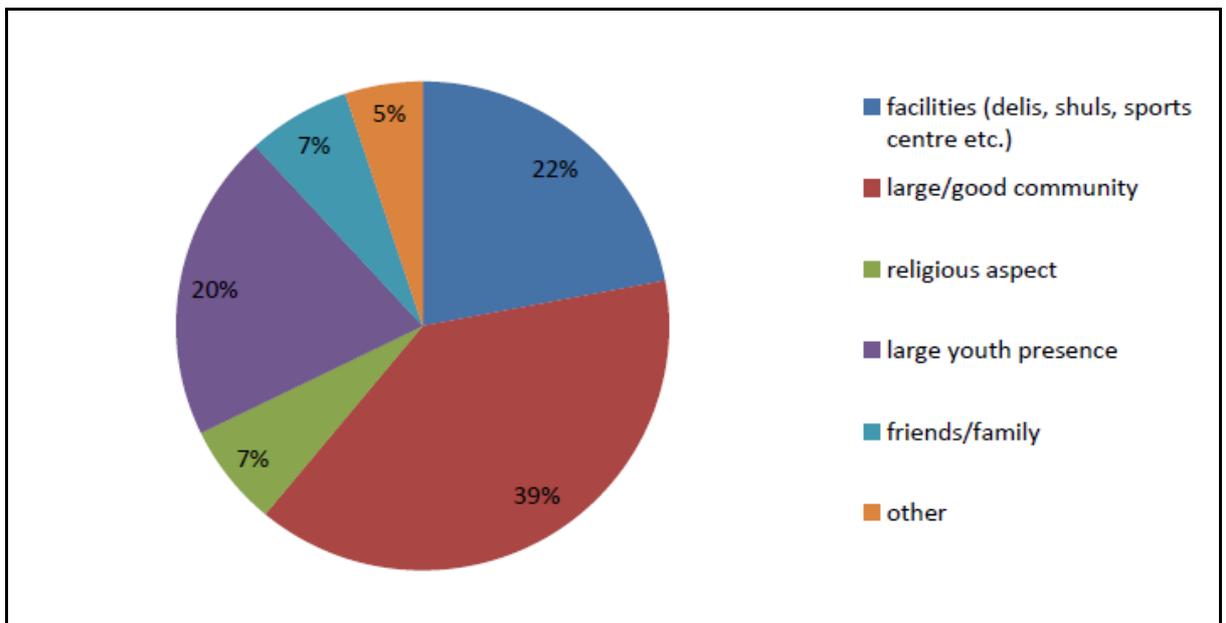


FIGURE 2.13 - What would attract you to a Jewish community? (n=59)

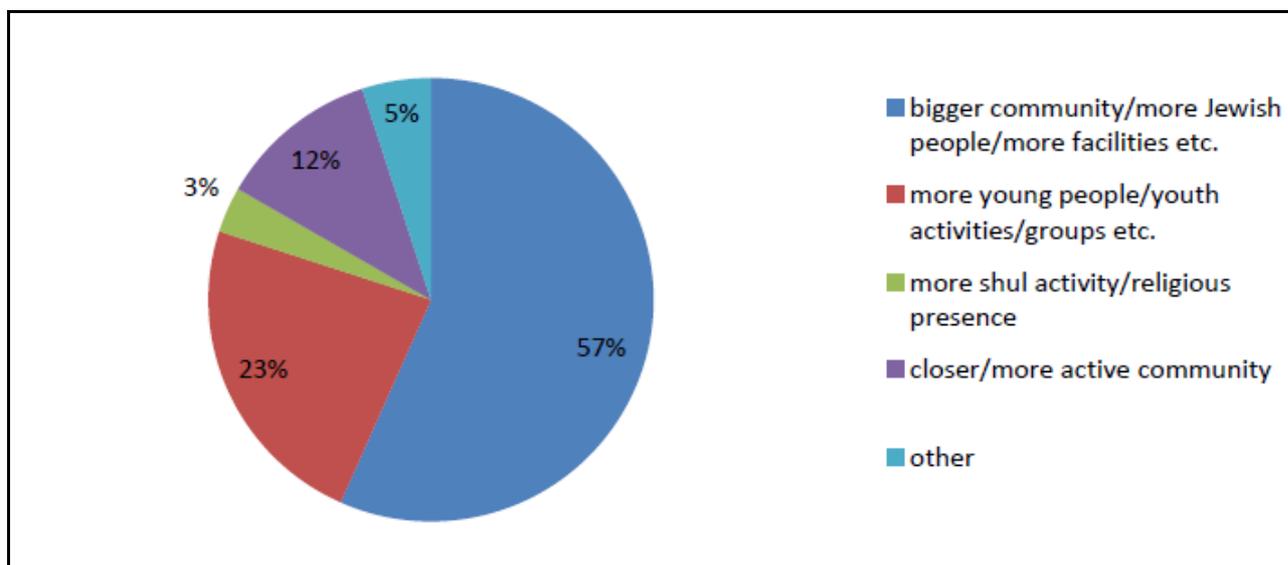


FIGURE 2.14 – What changes would you like to see in five years' time in Glasgow's Jewish community? (n=60)

In their responses to the questions 'what would attract you to a Jewish community' and 'what changes would you like to see in five years time in the Glasgow Jewish community?' young people responded that they wanted to see a bigger community, more young people, more youth events, and better facilities. The phrase 'more Jewish' was mentioned no less than twenty times throughout all the responses.

One young person said they wanted:

*A chance to meet Jewish people from other places and to be a part of a youth group.
(Mearns Castle High School)*

Another said they wanted:

More youth groups with well trained leaders that know how to make newcomers not feel alienated (Mearns Castle High School)

There was a feeling that young people wanted less separate youth groups, and less separation across the community:

*More open minded people i.e. allowing Reform to be seen as equal Jews.
(Hutchesons' Grammar School)*

Perhaps one unified youth group. (Hutchesons' Grammar School)

More Reform friendly. (Hutchesons' Grammar School)

One young woman who was not involved with Jewish assemblies or any Jewish youth groups told us that although she felt ‘different’ and ‘special’ being Jewish, she felt like an outsider in the Jewish community, because she had not attended the Jewish primary school, and because she and her family were non-practising. She said that she was interested in attending Jewish events, religious and non-religious, and that if she received a personal invitation and if she would know anyone, she would attend. Also, as most of her friends were non-Jewish, if she could attend a non-religious Jewish event with non-Jewish friends, that might make it more likely that she would attend.

Recommendations for this section have been included as section 2.8.1: Recommendations for young people, students, and recent graduates.

2.7.2 Students and recent graduates

There are Jewish students at all of Glasgow’s universities and higher education institutions. Some grew up in Glasgow, others are from other parts of Scotland, yet others are English, and several come from outside the United Kingdom. Those from Glasgow told us they were tired of meeting the same people, and wanted to meet other Jewish students from all over Scotland. One student leader suggested a Scottish Jewish Student Council, where Jewish student societies across Scotland could meet and discuss issues concerning life as students in Scotland, and which could advocate on behalf of Jewish students at universities across Scotland and have representation with relevant national organisations.

They expressed interested in secular activities such as a Jewish/Israeli film club, a Jewish theatre club, a Jewish book club, ‘speed dating’ nights, Jewish food nights and social events.

A ‘Speed dating’ night could be fun – that way you know that it’s a Jewish person you’re meeting. (F, 20s)

The students were happy to organise events themselves, with support from the Glasgow Jewish community: and to get more involved in the Jewish community;

[There should be] more younger people involved in deciding how the community should be run (M, 20s)

They were very keen to find a space near the university where they could store, prepare and eat kosher food, have Friday night meals, watch Jewish films and where Jewish students from outside Glasgow could potentially stay over Shabbat and at other times; they also said it would be good to have discounts on kosher food. Some were interested in religious activities, others wanted to make sure that they were able to make their own choices:

More Torah learning opportunities (M, 20s)

Young Jewish people are happy to go to shabbos dinners and other events but we all keep the religion in different ways so it puts people off when religion is forced (F, 20s)

They felt they needed support at universities where pro-Palestinian activities can become intimidating and uncomfortable, and were keen to have information which would help them understand the situation in Israel and provide them with information they could use when Israel receives negative criticism.

Some student leaders suggested that they would like to be represented at meetings of the Glasgow Jewish Representative Council. Other students were not familiar with the work of the Rep Council or of other Jewish communal organisations in Glasgow or in Scotland, and suggested that it would be helpful to make sure that students are made aware of these organisations and also about activities in the community relevant to students.

When we asked students about their future plans and whether they were likely to stay in Glasgow, most said that they felt that London held the best prospects for employment and the options of meeting more Jewish people. Several felt that volunteering was difficult and paid internships within the Jewish community and in Jewish-run businesses in Glasgow would be helpful for them, as would other assistance with helping them find employment in Glasgow.

Some graduates told us that they felt that although there were organised activities for current students, there was much less happening for people their age:

When I was a student it was great, having JSOC etc, this gave me the opportunity to meet a lot of people and lead a Jewish life but since my Uni days I don't have that.....WHY? No one is here! (F, 20s).

This same respondent suggested:

Having something for people in their 20's and 30's where we can all meet for let's say a drink and a chat and get to know one another once a month or every 6 weeks so that people can build friendships at their own pace ... (F, 20s.)

2.7.3 Recommendations for section 2.7, Young People, Students and Recent Graduates

The research phase of the consultation endorsed the December consultation report's call for more training for youth workers, collaboration and joint working across all the youth organisations, and the appointment of a trained professional.

Both young people and students have a need for a non-religious space where they could relax, socialise, meet and organise.

Young people's space needs to include structured time with the support of qualified youth workers.

There is a need for a unified youth group which included Glasgow Reform Synagogue and where funding, activity and energy could be focused.

A 'young Limmud' style event should be trialled and those who volunteered to help with such an event as part of this research process should be brought together to take advantage of their enthusiasm to support Glasgow's young Jewish people.

Glasgow Jewish students need a place in the West End or city centre where they can cook kosher food and where visiting Jewish students from outwith Glasgow can sleep overnight on Shabbat.

There is a need for a Scottish Jewish Student Council, where Jewish student societies across Scotland could meet and discuss issues concerning life as students in Scotland, and which could advocate on behalf of Jewish students at universities across Scotland.

Young people and students need to be included in any education programme on Israel and support needs to be provided on campus when pro-Palestinian activities can sometimes be intimidating and uncomfortable.

Young people and students need to be specifically targeted with an e-newsletter; a section for students on the Representative Council's website, and a separate edition of the newsletter (or a separate column/section) with relevant information and accessible language.

Leadership training should be provided for young people and for students to ensure not only positive role models within the youth groups, but good succession planning for the future of Glasgow communal organisations.

There should be student representation on the Glasgow Jewish Representative Council, and the sections of meetings to which they are invited should be relevant and interesting to them.

The provision of CV writing, job seeking skills, career search and assistance with house-

hunting for young Jewish people in Glasgow would help to support young people to stay in the city and to return. Glasgow Jewish communal organisations and Jewish-run businesses should be encouraged to host paid internships and provide shadowing opportunities for local young people in specific industries. Communal organisations should be encouraged to approach organisations such as 'Third Sector Internships Scotland'¹³ and 'Adopt-an-Intern'¹⁴ which will provide funding for graduate placements to take on short-term project-based work.

Graduates and other young people in their 20s and early 30s in Glasgow should be supported to set up social networks, in the same way that the Leeds and Manchester Jewish students have done with their successful '.jpg' group (the Northern Jewish Postgraduate and Mature Student Society).

It should be noted that young people and students are keen to connect with other young Jewish people around Scotland, and travel bursaries should be provided both for young Jewish people around Scotland to attend Glasgow events, and for Glasgow Jewish young people to attend events being held around the country.

¹³ <http://www.3rdsectorintern.com/>

¹⁴ <http://www.adoptanintern.org.uk/adopt-an-intern.html>

SECTION THREE: Other Issues for Consideration

In addition to the themes and topics covered in the survey, people raised additional issues in the 'do you have any other comments' section of the survey, and in our open meetings and consultation groups.

The question of succession, and of leadership, was raised by several people and their comments are worth noting:

3.1 Succession and Leadership

Several respondents raised the need for change in leadership and for leadership training programmes:

I would stress the need for real modern leadership who are willing to change and move against the old guard (F, 40s)

The community lacks proper and competent leadership. (M, 60s)

...a young leaders programme. (M, 60s)

I think we need to refresh many of our communal organisations and enable people who have served on the committees to retire gracefully knowing there are positive plans to take the organisations forward. (F, 50s)

There has to be a mechanism for training people for leadership roles. (F, 70s)

Others talked about the importance of succession, of older people stepping back and making way for new people to run the communal organisations:

Too many are too protective of their individual organisation and whilst making encouraging comments about change are not willing to let it happen. But there needs to be new blood to manage change as the older generation who in many cases have seen their children settle away from Glasgow do not have the motivation to make any changes. (M, 60s)

The over 65's need to stand back and let them get on with it. (M, 60s)

We need the younger remaining kids to become more active and we need to support them with funds and they need to know that it's available. We need to encourage fresh blood to relocate to our community as Glasgow has much to offer. (M, 50s)

The community needs young people on the committee, people to help drive this forward. (M, 30s)

Those that are running some communal organisations have agenda born as a result of personal prejudice and historical memories of 40/50 years ago. Pay more attention to the few young people around and see what their views are. In twenty years the views of the few older people around won't matter. (M, 60s)

...needs younger people to work for the community and take over from ageing committees. (M, 50s)

3.1 Recommendations for section 3.1, Succession and Leadership

There is a need for leadership training, for young people and for others in the community, both those currently in leading roles in communal organisations and for others interested in taking on those roles.

The principle of 'refreshing' should be adhered to with younger people being encouraged to take on leadership of organisations and older people encouraged to move into more supportive mentoring roles. Training in mentoring and coaching should be offered to those retiring from leadership roles.

3.2 Inclusiveness and Welcoming

As mentioned above, there was a clear commitment to holding cross-communal events and making more links across the whole Glasgow Jewish community, i.e. including the Reform community and unaffiliated Jews:

Everyone needs to work together – orthodox, reform and not otherwise specified...events and the rabbis talking to each other and working together. (M, 20s)

The whole Jewish community should be inclusive NOT exclusive. (F, 60s)

...become far more inclusive, and open to those from different background who are curious about our traditions. (F, 40s)

Several people raised the issue of welcoming incomers and unaffiliated people (something which had been raised in the 2012 Being Jewish in Scotland project):

Advertising the community to encourage incomers, including schooling and social opportunities, and then making them WELCOME! (F, 50s)

We often hear of those leaving but rarely do we take account of those who come. (M, 50s)

New to Glasgow, the first point of contact for information was the website. Although the information was somewhat useful, I found it to be out of date - it's very important that the website is kept current. Not knowing anybody in Glasgow was

very daunting me - I was fortunate enough to meet some wonderful people through the Giffnock shul, but this took a while. It would have been so much easier if there was a good 'welcome' resource for new Jews to the city - with information about social networks, important contact people, etc. Not only is this important to welcome new people to the community but also to secure that they remain in Glasgow. (F, 50s)

There were some suggestions about how to attract people to Glasgow and how to ensure that young people would stay:

I think we need to use our communal & individual resources to help these young people find jobs and attract others to live & work here. (F, 50s)

I think we need to use modern technology to advertise all that is good about Glasgow. I think this consultation should be just the beginning of an interaction that encourages people to have their say and to become involved in any way and at any time that suits them. I think we shouldn't be afraid of listening to people - or of trying things, not everything will succeed, but if we keep talking we can change & adapt as we go along.

Maybe a youth worker here to help bring in Jews to events. What about teens in the rest of Scotland? (F, 50s)

Target Uni students, that way they will more likely incorporate into the community once they graduate. (F, 20s)

There is a growing number of babies and toddlers in the community which I think is still thriving and we must ensure that the message is positive for the next few generations of youth. (F, 40s)

We need to ensure there are organised groups who can facilitate with families in the community. (M, 30s)

Something to attract young couples to come back with their children. (F, 50s)

One respondent stressed the fact that provision for students should be provided in the centre of Glasgow:

More provision for students, of whom the vast majority live centrally as opposed to in the South Side. (M, under 21)

One person summed up the issue for the Glasgow Jewish community as being one of transforming the perception of Glasgow for outsiders:

We need to make Glasgow an attractive place for Jewish students to attend Universities and colleges. We need also to make Scotland an attractive place for young couples to settle. (M, 40s)

Adding that:

...we need to somehow get all 4000-6000 members of our community engaged in one way or another, starting with the young and their enrolment in Calderwood Lodge Primary and extending to all other ages through their membership of synagogues and involvement in sport and social projects. (M, 40s)

One respondent suggested that we should:

Build closer ties with political organisations, support young people to experience Israel, continue with events such as Limmud, notable speakers like Bill Clinton, and Holocaust Education (F, 50s)

3.2 Recommendations for section 3.2 Inclusiveness and Welcoming

There was a clear commitment from respondents to an inclusive agenda, with many stressing the importance of intra-communal communications. Events should be inclusive and offered across the community, and efforts should be made to ensure that all members of the community should feel welcome at all communal events.

A welcome pack with information about activities, networks and contact points should be produced and made available on the Glasgow Jewish Representative council website, but also as a hard copy resource for new arrivals.

Attention should be paid to the recommendations for sections 2.7, Students and Young People in this report above, and students and young people should be involved in future decision-making.

SECTION FOUR: Appendices

Appendix 1: Methodology

Taking into account the reports of the three groups who had looked at the future of Glasgow's Jewish community in 2012, and the consultation report which had been put together by Paul Morron in response to these reports, a range of methods was used in this consultation in order to ensure that the widest number possible of Jewish people in and around Glasgow were able to contribute to the second stage of the consultation, given the limited time and resources available. In addition to the time of the researcher, seconded from SCoJeC, funding from 'Adopt-an-Intern' and from the Youth Fund (Scotland) and the Netherlee and Clarkston Trust, was found for two short-term Interns, Shani Zour (an Ivrit native speaker) and Conrad Cohen, who were able to work on the consultation with young people, students and with Israelis.

Structured events and activities where people were asked to respond to particular issues which had been raised in the consultation report:

Structured events and activities where people were asked to respond to particular issues which had been raised in the consultation report:

A survey – completed on paper and electronically. Figure 5.1, below shows the gender breakdown of respondents to the main survey (n=157, m=73, f=63, 21 people did not give their gender).

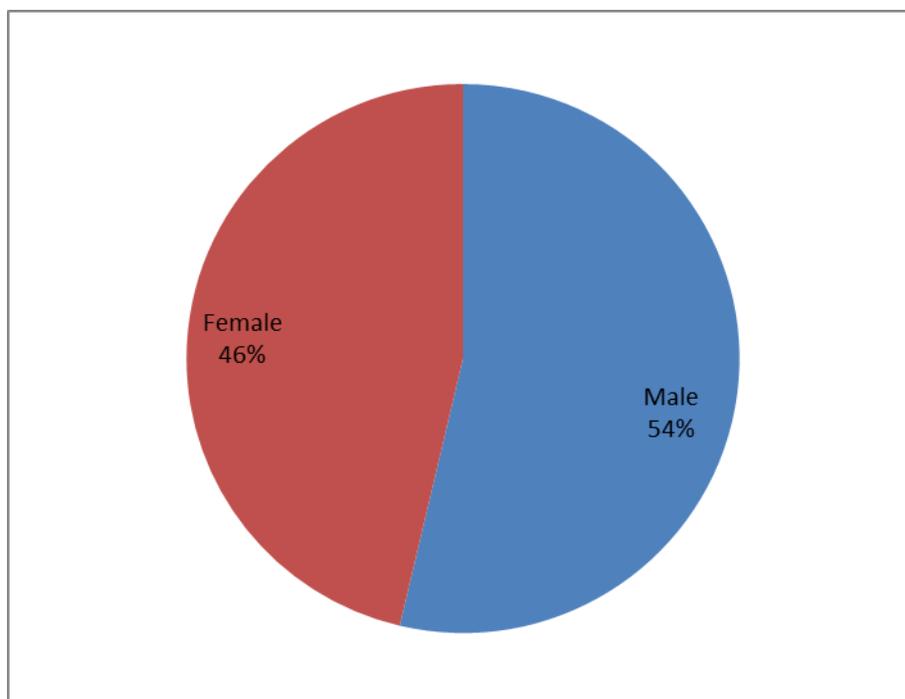


FIGURE 0.1 – Gender breakdown of respondents to main survey

The bar chart below gives the age breakdown of respondents to the main survey (n=157, 22 people did not give their age).

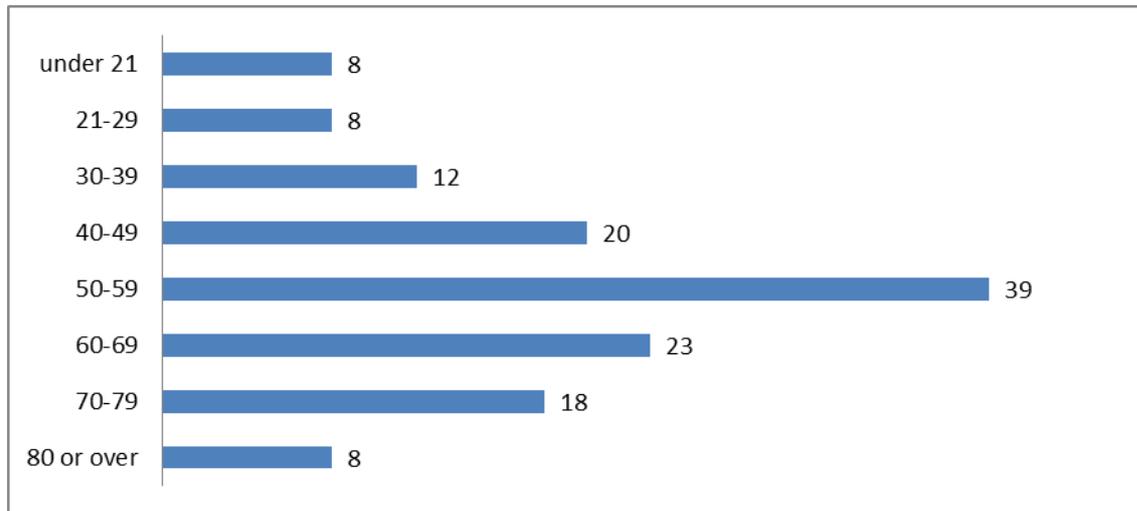


FIGURE 0.2 – Age breakdown of respondents to main survey

The following three diagrams, figures 5.3, 5.4, and 5.5, show the geographical distribution of respondents to the main survey, focussing out to the whole survey distribution (map one) and focussing in to the south side of Glasgow from where the majority of respondents came (map three).¹⁵

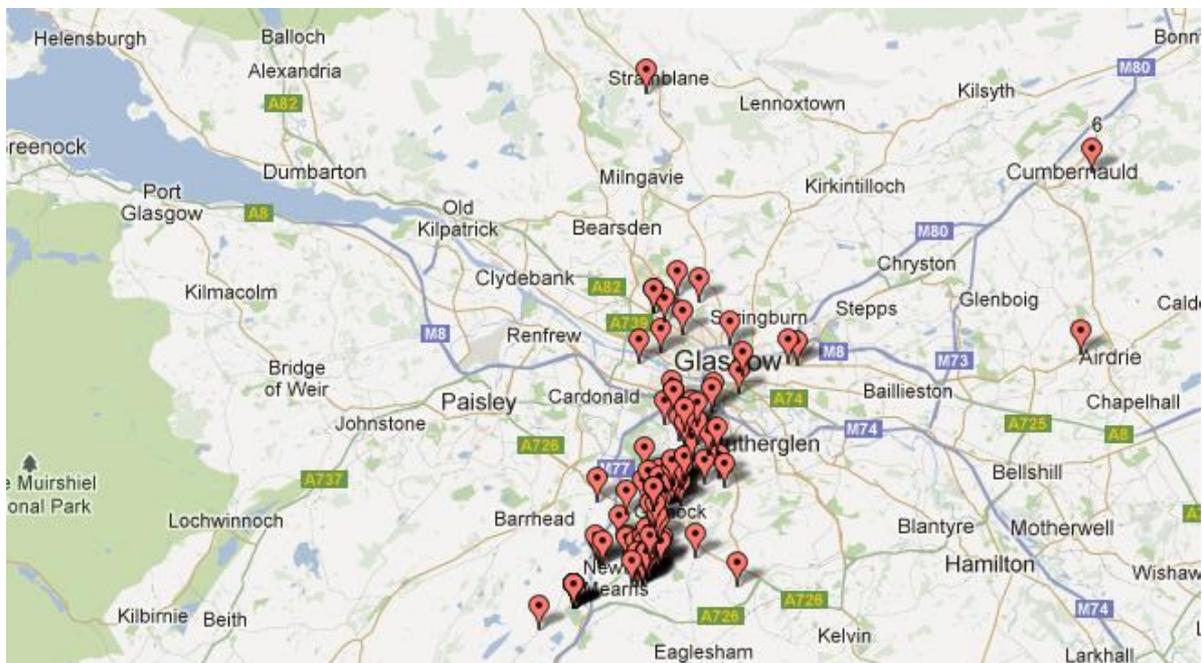


FIGURE 0.3 – Geographical distribution of survey responses (map 1, Strathclyde)

¹⁵ Maps using batchgeo.com, made up of postcodes given by 113 out of 158 responses.

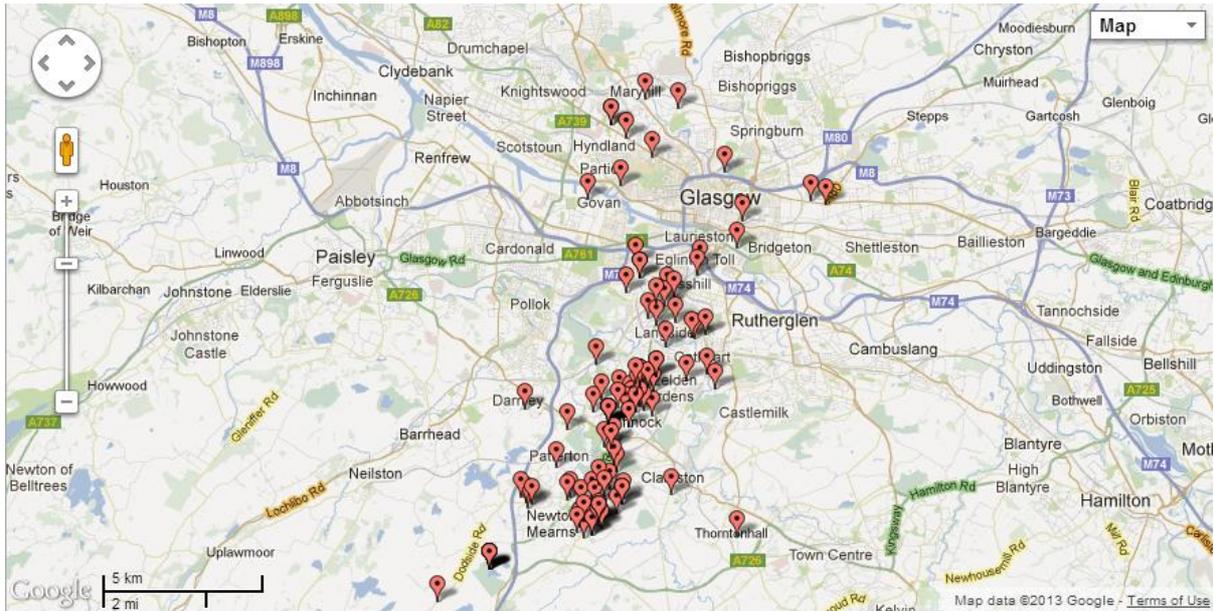


FIGURE 0.4 – Geographical distribution of survey responses (map 2, Greater Glasgow)



FIGURE 0.5 – Geographical distribution of survey responses (map 3, South Side)

The following events were run to gather data:

The Jewish assemblies in the two secondary schools with the largest population of Jewish children. (n=64; 36 pupils were seen in Mearns Castle High School and 28 pupils were seen in Hutchesons' Grammar School)

An open meeting held at the Jewish Community Centre, Giffnock. (n=20)

A visit to Glasgow Reform Shul to talk about the consultation, and discussions with individual congregants

Less structured events where individuals were asked to state what were the issues of most importance to them vis-à-vis the future of Glasgow's Jewish community.

Informal conversations with young people, e.g. attendance at the Glasgow inter-communal Chanukah party, discussions with other young people. (n=10)

A meeting with Glasgow youth workers and Jewish students and student leaders to plan how to approach the wider consultation with young people and students. (n=5)

Three 'Parlour Conversations' with groups of people drawn together by one key individual and hosted in that person's home: each group was linked by a common factor, e.g. children at Calderwood School, parents of older children, or older women friends. These were semi-structured events where respondents were able to put forward issues which they felt were important. (n=19)

An open event for Glasgow Jewish students, attendance at a Glasgow JSoc sushi night and a student Purim party held in Glasgow and open to students from all over Scotland, and a student online survey. (n=30)

Two open consultation events with Israelis. (n=14 plus spouses and children)

Miscellaneous

Revisiting SCoJeC's 'Being Jewish in Scotland' survey¹⁶ which had taken place the previous year and including comments of relevance to the consultation. (n=20)

The establishment of a Facebook page to draw attention to the consultation and related issues (number of 'likes'= 108).

Summary of Responses

Given some duplication between the survey responses and some of the other meetings, it is estimated that the consultation has reached some 350 people. With an estimated population of Glasgow Jewry taken from the 2001 census of 4211 (Glasgow City and East Renfrewshire – see Appendix 2 below), this amounts to 8 per cent of those who self-reported as Jewish in the Glasgow and East Renfrewshire areas in the last census.

¹⁶ http://www.scojec.org/news/2012/12vii_bjis/bjis.html

Appendix 2: Data from 2001 Census

Information on Jewish people in Glasgow and East Renfrewshire from the 2001 census given below (source Census 2001, Table T25, Council and NHS Board Areas 2001, National Records of Scotland). It is likely that the numbers for Jewish people are underrepresented; given that the questions were voluntary. Many older members of the community, especially Holocaust survivors, are reluctant to identify themselves as Jewish in any official documents, and Jewish Policy Research survey of the Jews of Leeds found that 18% of respondents did not answer the voluntary question on religion in the 2001 English census.¹⁷ However these figures give a useful indication of the extent of vulnerable groups in Glasgow and East Renfrewshire. Further information for other districts can be provided from the Census table . Similar tables from the 2001 census are currently being prepared and these tables will form part of the second release of results, planned on a rolling basis from summer 2013.

Glasgow City

	All people	Jewish
ALL PEOPLE	<i>577,869</i>	<i>1,083</i>
RELIGIOUS UPBRINGING		
None	<i>78,151</i>	<i>22</i>
Church of Scotland	<i>208,449</i>	<i>17</i>
Roman Catholic	<i>177,688</i>	<i>15</i>
Other Christian	<i>26,498</i>	<i>14</i>
Buddhist	<i>929</i>	<i>-</i>
Hindu	<i>1,280</i>	<i>1</i>
Jewish	<i>1,279</i>	<i>943</i>
Muslim	<i>17,667</i>	<i>-</i>
Sikh	<i>2,433</i>	<i>2</i>
Another religion	<i>1,061</i>	<i>2</i>
Not answered	<i>62,434</i>	<i>67</i>

¹⁷ Stanley Waterman. The Jews of Leeds in 2001: Portrait of a Community. London: JPR, p.32.
http://www.jpr.org.uk/downloads/Jews_of_Leeds_in_2001.pdf

ETHNIC GROUP		
White	546,359	1,044
Indian	4,173	3
Pakistani and other South Asian	17,587	3
Chinese	3,876	-
Other	5,874	33
ECONOMIC ACTIVITY		
Economically active	241,031	439
Employee - Part-time	36,051	55
Employee - Full-time	148,542	228
Self-employed - Part-time	3,465	26
Self-employed - Full-time	14,208	74
Unemployed	23,621	23
Full-time student	15,144	33
Economically inactive	189,936	326
Retired	53,661	107
Student	26,806	65
Looking after home/family	28,287	38
Permanently sick or disabled	53,226	76
Other	27,956	40
Not aged 16-74	146,902	318
TENURE		
Owned	295,888	685
Rented from Council	136,368	96
Other social rented	70,492	83

Private rented	41,566	108
Living rent free	21,660	31
Living in a Communal Establishment	11,895	80
SEX		
Male	272,309	531
Female	305,560	552
AGE		
0-4	31,595	23
5-15	74,903	64
16-17	13,912	22
18-24	63,756	88
25-34	93,010	144
35-59	182,703	336
60-64	27,298	48
65-74	50,288	127
75 and over	40,404	231
ACCOMMODATION TYPE		
Households in unshared accommodation	565,363	1,002
House or bungalow	211,967	311
Flat, maisonette or apartment	352,712	691
Caravan or other mobile or temporary structure	684	-
Households in shared accommodation	611	1
Communal Establishment	11,895	80
Medical and care establishment	5,639	61

Other type of establishment	6,256	19
HIGHEST LEVEL OF QUALIFICATION		
No qualifications or qualifications outwith these groups	175,312	226
Group 1	89,721	91
Group 2	62,501	145
Group 3	26,119	40
Group 4	77,314	263
Not aged 16 -74	146,902	318
LIMITING LONG-TERM ILLNESS		
Has a limiting long-term illness	151,145	359
Does not have a limiting long-term illness	426,724	724
GENERAL HEALTH		
Good Health	347,992	595
Fairly Good Health	139,494	274
Not Good Health	90,383	214

East Renfrewshire

	All people	Jewish
ALL PEOPLE	89,311	3,128
RELIGIOUS UPBRINGING		
None	9,225	14
Church of Scotland	42,862	31
Roman Catholic	19,917	13
Other Christian	5,611	8
Buddhist	95	-
Hindu	210	-

Jewish	3,139	3,028
Muslim	1,897	-
Sikh	432	-
Another religion	113	-
Not answered	5,810	34
ETHNIC GROUP		
White	85,875	3,053
Indian	686	3
Pakistani and other South Asian	1,935	2
Chinese	341	3
Other	474	67
ECONOMIC ACTIVITY		
Economically active	43,324	1,333
Employee - Part-time	7,599	266
Employee - Full-time	26,411	554
Self-employed - Part-time	1,114	94
Self-employed - Full-time	4,118	324
Unemployed	1,614	33
Full-time student	2,468	62
Economically inactive	20,558	733
Retired	9,304	345
Student	2,782	118
Looking after home/family	3,581	126
Permanently sick or disabled	3,150	75

Other	1,741	69
Not aged 16-74	25,429	1,062
TENURE		
Owned	76,984	2,858
Rented from Council	7,268	23
Other social rented	1,364	75
Private rented	1,881	75
Living rent free	1,150	26
Living in a Communal Establishment	664	71
SEX		
Male	42,583	1,451
Female	46,728	1,677
AGE		
0-4	5,380	121
5-15	13,815	370
16-17	2,426	92
18-24	6,526	151
25-34	9,678	188
35-59	32,915	1,039
60-64	4,559	211
65-74	7,778	385
75 and over	6,234	571
ACCOMMODATION TYPE		
Households in unshared accommodation	88,647	3,057
House or bungalow	75,927	2,272

Flat, maisonette or apartment	12,652	784
Caravan or other mobile or temporary structure	68	1
Households in shared accommodation	-	-
Communal Establishment	664	71
Medical and care establishment	613	71
Other type of establishment	51	-
HIGHEST LEVEL OF QUALIFICATION		
No qualifications or qualifications outwith these groups	14,393	474
Group 1	13,588	343
Group 2	12,439	437
Group 3	5,073	110
Group 4	18,389	702
Not aged 16 -74	25,429	1,062
LIMITING LONG-TERM ILLNESS		
Has a limiting long-term illness	14,235	647
Does not have a limiting long-term illness	75,076	2,481
GENERAL HEALTH		
Good Health	66,098	2,115
Fairly Good Health	16,498	715
Not Good Health	6,715	298

Appendix 3: The Survey



**GLASGOW JEWISH
REPRESENTATIVE
COUNCIL**

**GLASGOW JEWISH COMMUNITY
FUTURES**

**DISCUSSION PAPER AND SURVEY
December 2012**

Glasgow Jewish Community Futures is a project which looks at the future needs of the Glasgow Jewish Community. The world is changing and so is our Community. The Project suggests the Community should try to plan for and influence our future rather than just reacting to it. A Community Futures Consultation document has now been published and your views are sought on its ideas. You can find the report on the website of the Glasgow Jewish Representative Council together with background information on the work of three community groups which informed this document. You will find all the links on <http://www.glasgowjewishrepcouncil.org/>

Fiona Frank, SCoJeC projects officer, has been seconded to coordinate responses to this consultation. We would welcome your comments. Please contact Fiona (email fiona@scojec.org or tel 07779 206522) or include your contact details below if you would like to be involved further.

You can respond anonymously if you wish, but all personal details will be kept confidential and nothing we publish will identify respondents individually.

YOU CAN FILL IN THIS SURVEY ON-LINE – go to www.glasgowjewishrepcouncil.org for the link (and see the ‘community futures’ tab on the right hand side)

JEWISH IDENTITY AND INVOLVEMENT

The establishment of a website and a regular email community newsletter has been recommended to provide comprehensive information on the community’s resources and key contacts and to be the prime source of information about community activities, religious and secular. It is recognised that a proportion of the community, particularly among its older members, may not be comfortable with online communications, and a regular magazine is also recommended to accompany these online communications.

1. Do you think this type of provision would help existing and new activity within the community?

Yes/No/Not sure

Comments

2. Which of the following would you be most likely to look at regularly? (tick all that apply)

a website		an email newsletter		a magazine		a facebook group		a twitter feed	
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3. What features would make a regular email community newsletter attractive for you?

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4. Would you like to be involved in the preparation of this resource? **Yes/No/Not sure**

5. In addition to Scotland Limmud, what other cultural/educational events for adults would you like to see being run in Glasgow?

--

6. Following the success of Scotland Limmud, do you think there is merit in a similar event for young people? **Yes/No/Not sure**

7. On a scale of 1-10 where 1 is low and 10 is high, how high would you prioritise this type of event? (circle your preferred response)

1	2	3	4	5	6	7	8	9	10
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8. Would you like to be involved in the organisation of such an event? **Yes/No/Not sure**

9. Any further comments

--

RELIGIOUS AND EDUCATIONAL NEEDS

10. Glasgow used to have an extensive cheder system. Do you think Glasgow now needs additional: (please circle your answers for each section)

a) Cheder provision (Hebrew and religious education for children)	Yes No Not sure	b) Bat Mitzvah provision	Yes No Not sure	c) Bar Mitzvah provision	Yes No Not sure
--	--	--------------------------	--	--------------------------	--

11. If you have answered yes to any of the sections in the above question, which organisation(s)

do you think are best placed to provide this service?

12. How should families who are not members of synagogues access Jewish educational opportunities for their children?

13. Any further comments:

CARE NEEDS

14. What are the most important things to you about the provision of care in the Jewish community? (tick up to three)

a) being cared for in a Jewish environment		b) access to lunch clubs and groups that allow you to meet friends socially		c) support for physical health problems	
d) access to sheltered housing		e) receiving support in your own home		f) support for mental health problems	
g) access to daycare		h) Advice about welfare benefits		i) access to residential care	
j) don't know		j) Other (please state below)			

15. Any further comments

16. How important do you think it is for members of the community to be cared for in a Jewish setting and environment? (circle your preferred response)

a) Very important	b) Important	c) Not very important	d) Not at all important
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17. If you think it is important to be cared for in a Jewish setting and environment, what does this mean to you? (tick 3 that you think are most important and make any additional comments below)

a) Kosher food		b) Celebrating Jewish festivals		c) Having Shabbat/festival services	
d) Being run by a Jewish organisation		e) Being in the company of other Jewish people		f) Other (please add below)	

18. Any further comments

ISRAEL

19. How do we raise the profile of Israel within the community? Glasgow historically was one of the centres of Zionist activity in British Jewry. Does the community need to give a higher profile to matters concerning Israel? And how do we promote healthy debate within the community?

Your comments

OTHER IDEAS

20 The hub of the Jewish community is currently contained in three southside sites – the Newton Mearns/Glasgow Reform Shul complex, the Giffnock shul complex, and the Maccabi/Care organisations complex – in addition to Langside and Garnethill shuls and some other buildings. If we were starting from scratch with one ‘Jewish Campus’ in Giffnock and one in Newton Mearns, what facilities would you like to see in these centres? (Tick those you’d like to see and add any comments below)

	Newton Mearns	Giffnock
Welfare organisations		
Synagogue		
Sports facilities		
Community Centre		
Café		
Wifi access		
Other facilities (please state what below)		

21. Your comments

22. But what are **your** views? What do you think are the Community's future needs? Do you have ideas not mentioned above? Please add any additional comments below – or add a separate sheet – and fill in your contact details below or get in touch so we can ensure your voice is heard.

Your comments

About you:

23. Are you: Male Female

24. Your age:

a) 80 or over

b) 70-79

c) 60-69

d) 50-59

e) 40-49

f) 30-39

g) 21-29

h) under 21

25. Do you have children 18 and under in Glasgow? **Yes/no**

26. If you answered yes to the above question, please give their ages here

27. Your postcode:

28. May we contact you for more information about your answers? **Yes/No**

29. If you have answered yes to question 28, or if you would like to be entered into the PRIZE DRAW, please give us your contact details below

Name

Tel	Email
Address	
<p style="text-align: center;">Thank you for your time! Now please return your survey to Glasgow Jewish Representative Council, 222 Fenwick Road, Giffnock, Glasgow G42 6UE Marking the envelope 'Confidential Survey Response' Or drop it through the letterbox at the Jewish Community Centre (glass doors next to Giffnock Shul) <i>To make sure your voice is heard please return by SUNDAY 24 FEBRUARY 2013</i></p>	

Appendix 4: Executive Summary, Principal Findings and Main Recommendations

In 2010 Glasgow Jewish Representative Council began a consultation process about the future of Glasgow's Jewish community.

Three working groups met in 2012 to consider three main issues: the future spiritual and religious needs of the community, the future social care needs of the community, and the future needs of members of the community to gain or regain their Jewish identity and involvement with the community. They produced three reports which were drawn together by Paul Morron, coordinator of the consultation project, in a comprehensive report. The next stage was to consult widely within Glasgow's Jewish community on issues raised by the consultation report and any other issues which were seen as important by members of the community.

Through responding to a survey, participating in 'parlour conversations' and open meetings, special Jewish assemblies and youth and student events, around 350 people participated in this research phase of the consultation.

Main findings and principal recommendations:

- i. There was widespread support for a new regular electronic newsletter and paper newsheet giving information about events and activities in the Glasgow community. It was felt that professional assistance would be required to coordinate this, but no less than 14 respondents volunteered to assist with this provision.
- ii. Respondents of all ages called for more social, cultural and educational activities and opportunities to meet people and socialise. 70 per cent of survey respondents were interested in the idea of Jewish Community Centre facilities on the south side of Glasgow. 17 respondents said that they would be willing to assist with the organisation of a 'Youth Limmud' type event.
- iii. We asked whether people felt there was a need for additional cheder provision in Glasgow. 100 per cent of parents of children under 18, and 50 per cent of everyone who answered the question, agreed that there was a need for additional provision. It was however acknowledged that Glasgow Reform Shul's cheder provision is open to non member children and that the Lubavitch also provide a service.
- iv. Calderwood School was widely endorsed as being a key hub of community activity, providing links for children and parents alike, thus endorsing the recommendation of the 2012 Consultation report that the benefits of enrolling children in the school should be marketed widely within the community.

- v. The research endorsed the recommendation in the consultation report for professionalisation of key roles in youth and outreach work.
- vi. Respondents were supportive of the work done by Jewish Care, Cosgrove Care, Newark Care, and the other Glasgow Jewish care agencies. 93 per cent of those answering the question felt that it was important to be cared for in a Jewish setting and environment and they felt the most important element of that was being in the company of Jewish people, having kosher food, and celebrating Shabbat and festivals.
- vii. Glasgow students were interested in having representation on the Representative Council, and called for their own space – a room or a centre they could use as a resource centre and where they could meet informally.
- viii. Young people, too, wanted their own space, which needed to include structured time with the support of qualified youth workers.
- ix. There was a clear commitment from respondents to an inclusive agenda, with many stressing the importance of intra-communal communications. Events should be inclusive and offered across the community, and efforts should be made to ensure that all members of the community should feel welcome at all communal events.
- x. Israelis in Glasgow were interested in meeting together, in becoming involved with local Jewish activities and in organising Israeli cultural activities which would be open to members of the local community. They were interested in a dialogue with the Glasgow Jewish Representative Council to discuss issues including how the Council can help to demonstrate public support for Israel, whether the Council can assist with making a space available for Israelis to use as a library, resource centre and Ivrit education centre, and to discuss representation for local Israelis on the Council.
- xi. Many Israelis in Glasgow have a heightened sense of insecurity, and they are not alone in the Jewish community in feeling that there is widespread hatred of and ignorance towards Israel. There were calls for a programme of education and discussion sessions on Israeli history and politics both from respondents to the survey and attendees at the open meeting.
- xii. Young people and students need to be included in any education programme on Israel, and support needs to be provided on campus when pro-Palestinian activities can sometimes feel intimidating and uncomfortable.
- xiii. Young people, students and Israelis all asked for support with job seeking, and to facilitate the creation of jobs for young people in Glasgow it is recommended that communal organisations and Jewish run businesses should investigate options for

offering paid and voluntary internships through organisations such as Adopt-an-Intern and Third Sector Internships Scotland.

- xiv. It was strongly suggested that a programme of leadership training should be offered to people from all ages through the community beginning with young people.
- xv. 'Succession planning' is strongly recommended, with older people being encouraged to step back from key positions within communal organisations, instead providing mentoring for younger members of the community to support them in taking over the leadership positions.
- xvi. There was a call for the production of an on-line and paper 'welcome pack' to be given to new arrivals, including key contacts, key information, and special offers and vouchers.