



Glad Rags Thrift, Shawlands



COUNCILLOR ARCHIE GRAHAM'S BLOG

“The co-operative sector, which is giving people a say over their work, shops and local areas is looking strong for the future and points the way”

COUNCILLOR ARCHIE GRAHAM

I was very pleased to receive a copy of a new report on the Co-operative economy which shows the sector displaying resilience in the face of wider economic uncertainty. The report, published by Co-operatives UK, highlights how the sector supports 223,000 jobs and has seen a £3.5bn (or 10%) increase in turnover during the last five years. A record 17.5 million people are now members of co-operatives – up 2.3 million in the same period – and the 7,000 co-operative businesses in operation are now worth an estimated £34 billion a year to the economy.

That's why this administration is so committed to becoming a co-operative council - one that takes a different approach to local government and is based upon civic leadership, with councils working in equal partnership with local people to reconfigure and strengthen communities. Although I will still maintain political oversight for Co-operative Glasgow I am delighted that Councillor Matt Kerr will be assisting us with its ongoing development.

However, we still have a lot of work to do in this direction. We need all our staff, across the council family, to become motivated to work in equal partnership with other statutory and voluntary organisations. We have to combine resources and expertise to ensure that the ordinary citizen feels a direct connection to and influence on the way that the city is run.

This entails all of us, elected members and staff, ensuring that we are:

- **Committed to being a co-operative city** – Staff and elected members are not just delivering for the Council but in the wider interest of the city – its people, its organisations and its businesses.
- **Focussing on the needs of Glaswegians** – the Council engages with, listens to and acts upon the wishes of its citizens to achieve outcomes.
- **Continually improving services** – staff are encouraged to take opportunities to improve service delivery and outcomes by challenging unhelpful, entrenched behaviours and taking calculated risks.

- **Working collaboratively** – GCC is getting better at internal collaboration and working in partnership with other public/third sector providers but needs to go further by co-designing and co-delivering services with its citizens.
- **We are an open and honest organisation.** GCC consults with people in the city and delivers on its promises in order to build trust. It is open about the difficulties it faces and is candid when it makes a mistake.

The Council is already a pioneer in many respects in co-operative working with, for example, [The Glasgow Guarantee](#) and [Community Benefit](#) clauses in procurement. Here are some other examples of innovative co-operative projects currently taking place:

CO-OPERATIVE EDUCATION TRUST SCOTLAND (CETS)



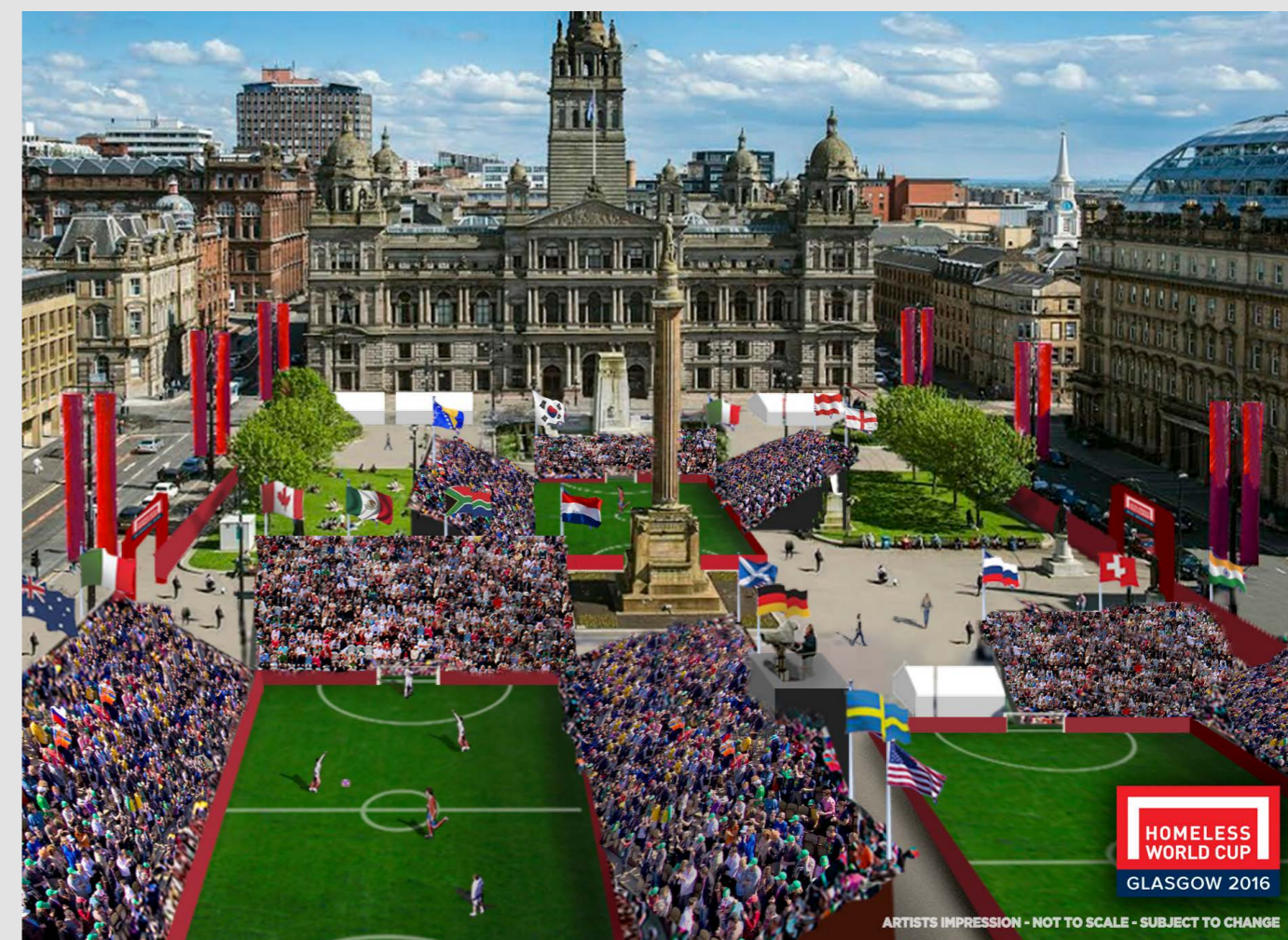
Haghill Park Primary School pupils with Jim Lee, Chairman of CETS.

The Scottish Schools of Co-operation is an award scheme run by the Co-operative Education Trust Scotland (CETS). It looks to develop co-operative principles and values in schools enterprise activity, with a focus on developing knowledge and understanding of the benefits that co-operative models of business can deliver to staff and customers.

The project supports schools to develop curricular links, set up a co-operative council in the school to lead the work, and deliver co-operative business projects in the school, such as credit unions, and promote co-operative models through their community.

The Co-operative Development Unit funded CETS to work with schools across the city to develop the Scottish Schools of Co-operation in the city with 10 schools taking part in the project. Schools have been working on these projects for the past year with 8 schools achieving the award this year, with the others looking to have met the criteria by the end of the school year. A recent CETS celebration event took place in the University of Strathclyde Technology & Innovation Centre where awarded schools presented to the other schools on their achievements and activity that they had undertaken in school.

HOMELESS WORLD CUP – FARESHARE AND BALA SPORT



The 2016 Homeless World Cup will take place in the heart of Glasgow, from July 10-16 when George Square will be converted into an outdoor street football venue. In total, 64 teams, comprising 512 players from 52 countries, will come together to celebrate and highlight the year round life changing work of the Homeless World Cup National Partner network.

Our work on Fairtrade always looks to ensure sustainability, so it is particularly pleasing for me to see that Glasgow's focus on Fairtrade footballs for our 2015 Fairtrade Fortnight has been maintained with our friends in Bala Sport. The Homeless World Cup will use Fairtrade footballs and promote the message about our responsibilities to support ethical

production and supply chains in the global market. Another fantastic input is that the food and drink will be supplied by Tesco working in partnership with FareShare, another project supported by our Co-operative Development Unit. The extent of their input is incredible with almost 19,000 meals and 21,000 bottles of water being delivered over the duration of the tournament. This amazing gesture will be paid for by money raised from events held by Tesco colleagues and through Tesco's Community Food Connection initiative with FareShare FoodCloud, which sees unsold food from stores go to those in need.

For further information on FareShare please click on link below: www.fareshare.org.uk/

FAIRTRADE

I was delighted that this year we promoted carishea butter products for Fairtrade Fortnight. These come from carishea nuts harvested by a Ghanaian women's co-operative, which are turned into cosmetic products by a social enterprise in Greenock that employs people from vulnerable backgrounds on the Glasgow Living Wage. It's a great example of co-operative principles in action and Glasgow's internationalist outlook.

One of the other areas where co-operative principles have traditionally been prominent is in the food sector and Glasgow is part of a UK-wide network of Sustainable Food Cities. Such work is deeply informed by co-operative values so I'm pleased that Glasgow will be developing a Community Growing Strategy over the coming year.

In March this year a new Glasgow Fairtrade sticker logo was launched to help Glaswegians identify shops and businesses across the city

that sell Fairtrade products. Roots Fruits & Flowers on Great Western Road is the first business in Glasgow to be awarded the new Glasgow Fairtrade sticker.



Left to right Scott Erwin, Chair of the Glasgow Fair Trade Co-operative, Garth Gulland, the owner of Roots Fruits & Flowers, along with employee Keiran Austin.

GLASGOW PEOPLE'S ENERGY (GPE)

Glasgow People's Energy is an energy switching co-operative partnership between the Council, Citrus Energy and The Wise Group which launched in November 2015. In its first 5 months of operation it has saved Glasgow businesses £129,000 which averages out at £3,200 per business.

[FOR MORE INFORMATION
PLEASE CLICK HERE](#)

GLAD RAGS THRIFT



Glad Rags Thrift is a start-up co-operative which was set up as a new business in January 2014 after receiving a grant award of £17,152 from the Co-operative Glasgow Business Development Fund (CGBDF). Glad Rags is a thrift shop which sells a lovingly curated selection of second hand and vintage clothes and has an eye to fashion and stylish up-cycling. It is a new co-operative company created by the people behind the hugely popular Glad Café in Shawlands, handily situated right next door, and is focused on its social, economic and environmental impacts. All profits from the Glad Rags shop are re-distributed back in to support the Glad

Foundation which is a charity providing a wide range of affordable music workshops for children of varying abilities.

Please click on the link below for further information on the Glad Foundation:
www.thegladfoundation.co.uk/

Once inside Glad Rags a shabby chic, DIY style pervades, with items displayed on wooden shelves, draped over cases, hung up on walls and styled on mannequins. As in any good vintage shop, the joy is in rifling through rails of goodies to find that gem that you simply must have.

The Success of Glad Rags has been very encouraging to date with the employment of 1 full-time Project Manager (Bee Brain, pictured front cover) and 1 part-time Assistant Manager. In addition they have a rolling volunteer programme of 27 volunteers who all staff and run this low-cost fashion retail outlet for the local community. The launch of Glad Rags has also added to the increase in retail occupancy rate within Shawlands which ties in very well with the regeneration which is currently underway. You may have noticed that the pavements have been refurbished on Pollokshaws and Kilmarnock Road in Shawlands. These works are part of a £3.3million Shawlands Town Centre Action Plan programme agreed between the Council, the community and local businesses in 2012 and are intended to help Shawlands re-position itself as a Southside destination, attract additional new customers and more investment in to the area. The benefits of this are already beginning to show with the arrival of a number of new businesses such as our very own Glad Rags Thrift, Harvest Co-op, another co-operative funded by CGBDF, The Butterfly and The Pig, and Black Dove and a strengthening of the 'continental' café culture and unique shops which many customers say they like about Shawlands. Shawlands Shopping Centre has recently been bought over and will be refurbished and planning has now been approved for a new 'Shawlands Square' in front of Langside Hall, directly opposite Glad Rags.

For further information on the 'Shawlands Town Centre Action Plan' please [click here](#).

To attract interest various initiatives are being run by Glad Rags Thrift. They are thrilled to announce the launch of their latest campaign, **#GLADTOBESOMETHINGNEW**. The programme was launched in early May and will span the whole of 2016. It will embrace all things Glad Rags, encompassing the importance of thrift, re-use, up-cycling and creativity.

FOR FURTHER DETAILS OF THE CAMPAIGN PLEASE CLICK HERE

** Glad Rags website will be available soon and will have all this information and more!
twitter.com/gladragsglasgow

The Glad Café, mentioned earlier, is a licensed café and venue in the Shawlands area of Southside Glasgow. It has something to offer people of any age or background in this diverse and vibrant local community. Please click on the link below for further information on the Glad Café: www.thegladcafe.co.uk/

All of the above venues and projects are really interesting so please pop along and show them your support!

COMMUNITY BENEFITS IN PROCUREMENT POLICY (CBIP)



Glasgow City Council introduced Community Benefits into procurement contracts in August 2008, allowing for the scoring of potential contractors' bids on the basis of the economic and social benefits the bidder can offer for residents, small to medium-sized enterprises (SMEs) and social enterprises.

What Are Community Benefits?

Community Benefit clauses are requirements which deliver wider benefits in addition to the core purpose of a contract. These clauses can be used to build a range of social, economic or environmental conditions into the delivery of council contracts.

Use and Outcomes Generated

The Council utilised Community Benefits extensively throughout preparations for the 2014 Commonwealth Games and focused on three distinct elements:

- Targeted Recruitment and Training (TR&T), specifically for the long term unemployed and those directly leaving education or training – classed as New Entrant Trainees (NETs)
- The advertising of business opportunities
- The development of Small to Medium-sized Enterprises (SMEs) and Social Enterprises

Significant outcomes generated through these areas included 500 new entrants, of which 168 were apprentices, and 182 games related contracts were awarded to Glasgow based companies. The Council were pioneers in terms of introducing Community Benefits and due to its success the practise was adopted by other Local Authorities across Scotland.

Revised Policy

Our Corporate Procurement Unit, with support from key service departments and stakeholders, have developed a revised Community Benefits policy to reflect changes to procurement legislation and to support delivery of the council's strategic aims, objectives and key priorities.

The revised policy will ensure that Community Benefits will be considered and included in all relevant and appropriate Council procurement activities, including works, goods and services contracts with an aggregated threshold value:

- Works Contracts >£500k
- Goods / Services Contracts >£50k

The policy will also ensure that type of Community Benefits sought will also be expanded to cover new areas such as community engagement and environmental initiatives.



Over the coming newsletters, we will be providing further updates on the development and implementation of the revised Community Benefits policy as well as examples of use and outcomes generated.

CASE STUDY:
**COMMUNITY BENEFITS IN PROCUREMENT:
GLASGOW RECYCLING AND RENEWABLE ENERGY CENTRE**



With the introduction of Landfill Tax and ambitious Scottish Government zero waste targets, in December 2009, the Council began the tendering process to find a partner to transform how Glasgow handles its domestic waste. The successful contractor, Viridor, put forward plans for a new £154m Glasgow Recycling and Renewable Energy Centre (GRREC) at the Council's Polmadie waste depot. Demolition work started on the Polmadie site in August 2013, with the plant scheduled to be operational in 2016.

Once operational, the new facility will feature some of the most advanced recycling and renewable energy technologies across Europe which are expected to result in:

- a cost saving to the City of £254m during the 25-year contract;
- a saving to Glasgow of 90,000 tonnes of CO2 every year;
- increased recycling from green bin waste;
- the generation of enough renewable energy to power the equivalent of 22,000 households and heating for 8,000 homes;
- the creation of 254 jobs, including a range of professional, skilled and new entrant roles including apprenticeships with an annual local salary bill of £1.5m.



Although the project is still in its construction phase, it has been supporting a significant number of construction jobs over the last three years, with for example, about 350 people employed on-site in December 2015. What is more, thanks to the establishment of a recruitment portal three months prior to works commencement, all vacancies for the GRREC project have been advertised with Jobs and Business Glasgow.

The GRREC project has so far delivered:

- 47 jobs for New Entrant Trainee (NETs) from the long-term unemployed and those leaving education (surpassing the targeted number of 31);

- 67 Work Experience Places (WEP) for graduates and students (exceeding the 32 targeted); and,
- 11 apprenticeships (against a target of nine).

As part of its community benefits commitment, Viridor also has a commitment to build capacity through the supply chain. As well as providing 'Meet the Buyer' events for small to medium-sized enterprises (SMEs) and social enterprises (SEs) wishing to bid for subcontracts, Viridor has also delivered over 930 hours of capacity building training to more than 382 SMEs/SEs with a diverse range of workshops from Health and Safety, IT skills and Autism in Employment.

GLASGOW LIVING WAGE



Councillor Maureen Burke presenting the Glasgow Living Wage certificate to Diane & Brian Drummond of B-DACS.

The Glasgow Living Wage is an important element of Glasgow City Council's ambition to tackle poverty and in particular the rising in-work poverty experienced by low income households. It is a voluntary scheme which encourages employers to agree to pay all of their employees (with some exceptions e.g. apprentices and some 16-19 year olds etc) the Glasgow Living Wage, currently £8.25 per hour as opposed to the current statutory National Minimum Wage of £6.70 for 21-24 year olds and the new National Living Wage of £7.20 per hour for over 25s.

It was launched in 2009, by the leader of the Council, and Glasgow became the first local authority in Scotland to commit to paying all its' staff a Living wage. Since then the Council has been at the forefront of promoting the Glasgow Living Wage in Glasgow. Here we hear from a local employer: B-DACS.

B - DACs is a small ethical specialist family firm based in the East End of Glasgow which installs, maintains and repairs air conditioning and ventilation systems. It started as a one man band in August 2003 and now employs 20 staff. B - DACS has been a proud and passionate supporter of the Glasgow Living Wage since 2012. Diane Drummond, a Director of B-DACS, explained why B-DACS supports it:

GLASGOW LIVING WAGE

“ It is important that B-DACS keep the family values the company was founded on along with having an ethical business model. When we discovered the Glasgow Living Wage four years ago we felt it was the right thing to do. We want to help Glasgow City Council tackle the current household poverty issues felt across the country and help make Glasgow the largest Living Wage city in Scotland. At B-DACS we reward our staff for their attitude and paying our staff the Glasgow Living Wage I believe has contributed to us having the fantastic workforce we have today. Our people are our assets and we believe that

by paying a fair and reasonable wage we get a good honest day's work.

This year we agreed to start paying the new increased rate of £8.25 from 1 January 2016 as a way of thanking our reliable workforce and their continued efforts throughout 2015 as we had another great year.”

For further information on the Glasgow Living Wage and, if you wish to register your company as a Glasgow Living Wage employer, please click on the link below:

www.glasgowlivingwage.co.uk/

CONTACT DETAILS

The Co-operative Glasgow Business Development Fund is now open for grant applications for awards of up to £25,000.

Please see website for further details:
www.glasgow.gov.uk/co-operativeglasgow

If you are interested in securing a Business Development Grant or if you work within the

Council Family and are interested in promoting co-operative work we may be able to help you finance development activities.

Please contact the Co-operative Development Unit on 0141 287 5776/6182 or e-mail the team at: Co-operativeBusinessDevelopmentFund@glasgow.gov.uk