



GLASGOW TOGETHER
Building homes. **Rebuilding lives**

7 Years of Progress

Focus on Job Creation and Reducing Reoffending

- Bond issue in 2011, 2012, 2013 (£4.6M) & 2015 £2.0M in Glasgow
- Interest of between 3% and 6% paid to investors
- Created work for over 100 employees group wide, 15 in Glasgow
- Just 2 people have re-offended
- Greatest successes in helping people into self-employment
- Growing focus on repeat offenders and violent offenders
- Pioneering mentoring programme

Social Impact Investing



The nature of the work is very suitable for ex-offender employees

- Full range of tasks in one location
- Easier to supervise, and foster team spirit
- Project Managers can manage, motivate and mentor
- Can see the fruits of their labour – makes work meaningful
- Construction industry a good target market for future jobs

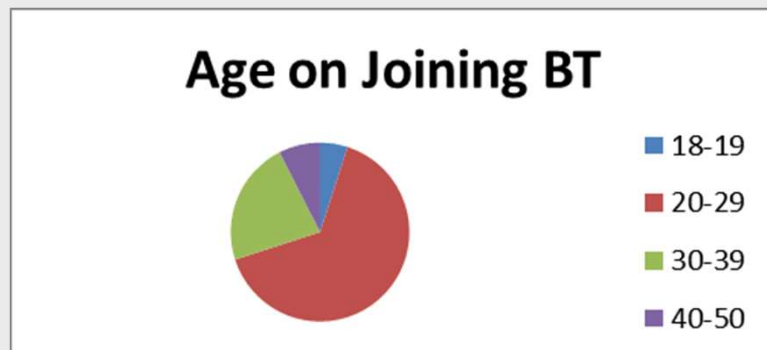
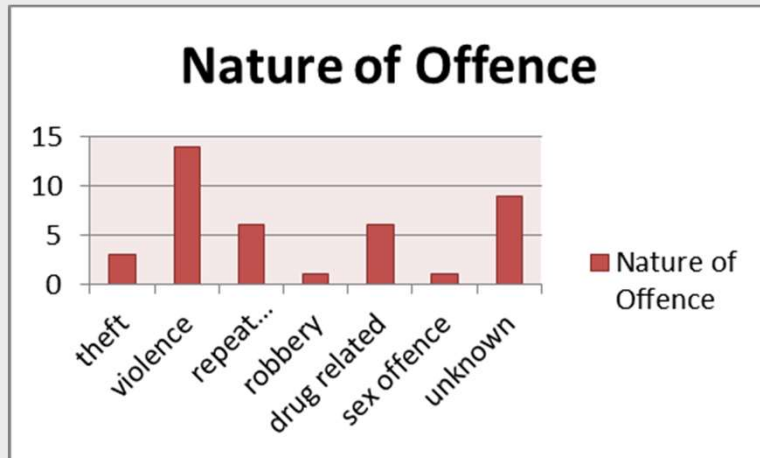
Social Impact Investing

Employee Progression

- Linked with a mentor
- Skills training, or apprenticeship where appropriate
- Help into self-employment/onward employment or education
- Dedicated support worker
- Help with legal, debt, housing, personal issues



Social Impact 1 – SAMPLE group of employees

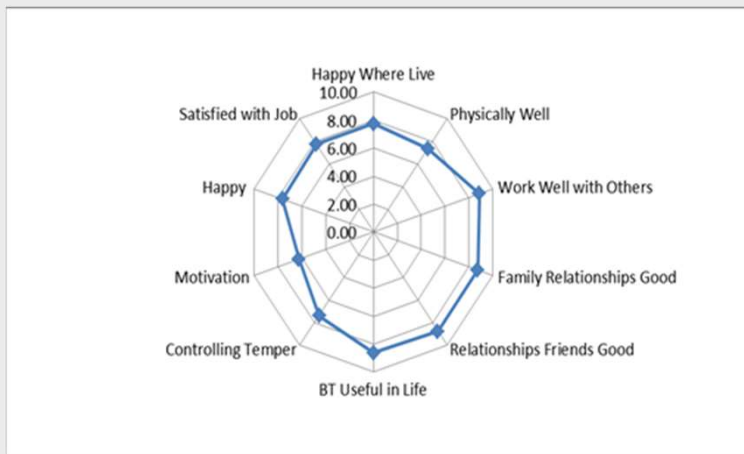


- Our employees have often committed serious offences and have received substantial sentences. This is not an easy client group to work with.
- The majority of clients are in the 20-29 age group, where the risk of reoffending is still high. We have had great success with clients in their late 20s.

Social Impact 2

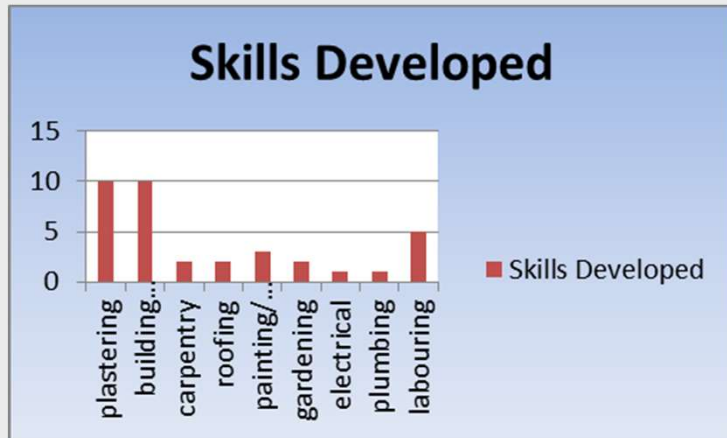
On a scale of 1 to 10 with 10 being the best:	National Average all adults	BT Average
Taking all things together, how happy would you say you are?	7.6	7.6
How satisfied are you with your job?	7.3	7.8

- Our anonymous client survey tells us that the clients that engage with us see a dramatic improvement in their wellbeing to the same level as the national average.



- On a range of measures of wellbeing from family relationships to job satisfaction, our clients score themselves highly.

Social Impact 3



- Our clients have learned a wide range of building skills with some specialising in technical trades such as electrical and plumbing work.
- The majority of our clients leave us to become self employed builders or to take on a permanent job. Two former employees are now employing other people!

Results to Date - Bristol

- Will close with a surplus of at least £250,000
- Over the course of 5 years will have paid in excess of £250,000 investor interest
- Combined resale value of Bristol properties of over £4M
- Direct savings to state estimated to be roughly equivalent to our capital raise
- Tax has been paid throughout by BT and our employees with further substantial savings in benefits and potential cost of incarceration (MoJ £770 Per Week)

Glasgow – The Future

Glasgow Together CIC

- £2 million bond issue completed last quarter 2015
- Work underway December 2015
- Forming local partnerships
- Moving into newbuild
- 15 employees to date, further 10 to be recruited
- Accredited Glasgow Living Wage employer



Completed Projects

The Former Gurdwara

- Purchased December 2015
- Now Complete
- Worth in Excess £1M
- 12 Months Training, 7 Ex-Offenders



New Build

- Springcroft Gardens
- Planning Granted February for 7 new builds
- 12 month project
- Employment for a minimum of 5 clients
- Huge variety of learning opportunities available



Partnerships

Some Examples

- The WISE Group
- SPS Barlinnie
- Sacro
- Community Safety Glasgow

Next Steps

- Further New Build Expansion
- Increased Recruitment
- Apprenticeships
- Internal Promotion
- Continuation of Work to Date
- Scotland Together, Wales, Northern Ireland