



GOVANHILL BATHS

# ANNUAL REPORT

2015 - 2016



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## ADMINISTRATIVE DETAILS

### GBCT TRUSTEES

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 Jean Adair, Treasurer  
 Joe Beaver, Secretary  
 Alex Wilde  
 Frances Diver  
 Donnie McFadden  
 Greg Philo  
 Niall Murphy  
 Vivienne Wilson  
 Lorna Wyllie  
 Nicola Fisher  
 Quasim Khan  
 Fatima Uygun (non-executive)  
 Soryia Siddique (non-executive)  
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[@GovanhillBaths](https://twitter.com/GovanhillBaths)



[www.facebook.com/  
 GovanhillBathsCommunityTrust](http://www.facebook.com/GovanhillBathsCommunityTrust)

### GBCT Staff

**Govanhill Baths Cleaner**  
 Catherine McCambridge  
**Govanhill Baths Janitor**  
 Bruce Downie  
**GBCT Trust Administrator**  
 Jim Monaghan  
**GBCT Trust Manager**  
 Fatima Uygun  
**GBCT Learning and Outreach Officer**  
 Katie Gallogly-Swan  
**GBCT Bookkeeper**  
 Karen Caillaud  
**Rags to Riches Project Manager**  
 Nadine Gorency  
**GBCT Archivist**  
 Paula Larkin  
**Govanhill Baths Venue and  
 Technical Manager**  
 Stevie West  
**Govanhill Theatre Artistic Director**  
 Bruce Downie  
**Govanhill Baths Arts Co-ordinator**  
 Jim Monaghan (voluntary capacity)

Registered Charity No: SC314823  
 Registered Company No: SC036162



## SUMMARY OF ACHIEVEMENTS

**Govanhill Baths Community Trust's goal is to re-open the Govanhill Baths as a Wellbeing Centre and at the same time contribute to the wider social, cultural and built regeneration of Govanhill as a community through a range of activities.**

Govanhill Baths Community Trust (GBCT) was born out of a vibrant and historic community campaign to save the historic Baths from closure in 2001. For 15 years the community spirit and commitment has resulted in the Govanhill Baths being back in community ownership as a vital community asset. The ethos of the GBCT has always been, *“Run for the community, by the community”*.

2015-16 has been a remarkable year in the history of the GBCT and the campaign to reopen Govanhill Baths. The GBCT is well on its way in developing the Phase1b project to refurbish the Baths as well as seeing a dramatic increase in the delivery of our well-being initiatives.

Our achievements in the last 12 months have included:

- Awarded grant funding from the Big Lottery and the Heritage Lottery Fund to develop the Phase1b refurbishment of the Govanhill Baths.
- Engaged 1500 local people through our Community Engagement Strategy to inform the Phase1b design of the Baths.
- 19,750 people have visited the Baths.
- 185 people have attended our Wellbeing Programme's structured courses.
- 66 arts and cultural events hosted at the Baths.
- 32 Govanhill Baths arts and cultural activities delivered at the Baths.
- 11,835 people have attended arts and cultural events at the Baths.
- 2685 volunteer hours have supported the Trust's arts and cultural events.
- Rags to Riches have engaged in outreach work with 680 people from across Glasgow.
- 19 different community or voluntary groups have hired the Baths for events and meetings.
- Provided employment for four new staff.
- Provided employment to 25 sessional staff.
- Provided volunteering opportunities for 108 people.
- Winner of the Evening Times Community Champion Sport Award for our Angling for All pilot programme.
- Received national and UK wide press coverage including BBC1's, The One Show, BBC national news, BBC Scotland news, and STV News in addition to the 32 separate print and digital media coverage.
- United We Will Swim... Again documentary won the Small Axe film Prize at the Tolpuddle Martyrs Film Festival and was nominated for "Best Short Film" at Edinburgh International Film Festival 2015.
- Delivered a high profile benefit concert for Syrian Refugees raising over £4000 which was divided between the Glasgow Women's Night Shelter, Medicine Sans Frontiere and Scottish Refugee Council.
- 600 visitors on Doors Open Day 2015.

## PHASE 1B – REFURBISHMENT OF THE GOVANHILL BATHS

After 15 years of campaigning to reopen Govanhill Baths, GBCT was awarded funding from Big Lottery and the Heritage Lottery Fund to appoint consultants and a design team to begin developing the Phase 1b project, that will see the Govanhill Baths refurbished and brought back into community use as a Wellbeing Centre. The total investment of £6.3 million for the delivery phase is currently being progressed by the Prince's Regeneration Trust who are tasked with project-managing the development of Phase 1b on behalf of the Trust.

### DEVELOPMENT PHASE 1B

Through a competitive tendering process the GBCT appointed Hall, Black and Douglas Architects to lead the Design Team for the project. Phase 1b will see the reopening of the Ladies' Pool; the Learners' Pool; open a Turkish Suite; secure the building's envelope; complete the refurbishment of the front suite; and clear out the Steamie to enable it to be used as flexible accommodation for a range of activities and services.

In addition to the newly refurbished space, the redevelopment will provide learning opportunities for local people to experience the building's heritage through individuals and the community being able to engage in activities which relate to the facilities original bathing function, as well as a range of engagement activities focused on the building's history that will leave the community's cultural fingerprint throughout the building.

The refurbished spaces will also support the expansion of the existing Wellbeing Programme of events and the social enterprise initiatives for people in Govanhill. These initiatives, which respond to a recognised need in the area, provide opportunities for employment, volunteering and vocational development, recreational and physical exercise, that are currently space-restricted.



Phase 1b will include:

- Capital works for the conservation of the external envelope to ensure it is wind and watertight.
- The refurbishment of the front suite.
- The re-opening of the Ladies' and Learners' pools.
- Turkish baths with sauna and steam room.
- A gymnasium.
- A Café.
- Community kitchen.
- A range of flexible spaces and meeting rooms which will provide accommodation for a broad range of cultural, sporting and cross-community activities and events.
- Hot-desk facilities for local business and voluntary organisations.
- The Steamie as a community events and arts space for hire.
- A Heritage Interpretation in the building.
- A new 'bridge' floor, with usable rooms, linking the Wellbeing Centre to the Steamie at the back of the building.

**“Where else can you walk in off the street and learn to make a pot, or knit a jumper or have a hot meal? Last week I saw a radio play with my kids. I live a couple of miles away and look forward to walking here every week or so and I've learnt so much and made friends with folk I probably would never have said 'hello' to before. It's 'Ours' as they say.”**



## COMMUNITY PARTICIPATION AND ENGAGEMENT – COMMUNITY CONSULTATION

Community engagement and participation has always been at the heart of the Govanhill Baths and our work.

*“Run for the community, by the community”.*

The process of engaging with the Govanhill community and facilitating opportunities for individuals and communities to become involved and participate in the design and activity planning phases of the project, is one which has been ongoing for the GBCT.

GBCT sought to harness the hard-earned experiences of those that live in our community and use this to help shape how the project develops in order to address those things that matter most to our community.

The Community Engagement Strategy was called ‘Make it Ours’ – inviting people to take ownership of the community asset, while employing a slogan from the Save our Pool campaign. Despite an initial goal of engaging 200 local people, this mixed approach allowed the consultation to reach around 1500 people.

The engagement strategy was developed and delivered by our new Learning and Outreach Officer, Katie Gallogly-Swan. Its aim was to integrate with and compliment the ongoing GBCT activities and to continue more than 15 years of community engagement by the Trust; meeting outcomes for the local community; working together; to be sustainable; to develop skills and knowledge; and to overcome disadvantage and inequality.

Because of the challenges facing Govanhill – with some of the highest rates of illiteracy, mental illness, poverty, overcrowding, unemployment and immigration in Scotland – a variety of methods were used to consult and engage the local population. In short, those that helped deliver the consultations were representative of the local area.

The engagement focussed on 6 key areas:

1. Street
2. Schools
3. Public
4. Focus
5. Online
6. Documents



### STREET TEAM

The six-strong street team were representative of the different demographics within the community, and all were local residents. Between them, they spoke 11 different languages. The team’s diversity allowed many barriers to be overcome creating opportunities for more individuals and families to engage with the GBCT.

### SCHOOLS

GBCT ran workshops with different age groups to build their own models of the newly refurbished Baths. They used recycled cardboard from the area, ensuring sustainable practice and overcoming local issues. They learned new skills and knowledge in the Baths’ heritage and in important architectural features to strengthen local pride and resilience. Crucially, they were engaged in the future potential of the Baths. These workshops culminated in an Award Ceremony with First Minister Nicola Sturgeon, where parents and children are invited into the Baths to see all of the completed works and to announce the winners.

GBCT is working with two high schools to develop Govanhill Baths-specific syllabi, and developing a student-run project with respective pupil councils. In addition, they were involved in the ‘Steamie’ project, where students wrote and performed their own ‘Steamie’ scripts to coincide with the production held at the Baths. This heritage and engagement project familiarised them with crucial cultural heritage and helped to build skills and confidence in interpreting this heritage and performing it.

### PUBLIC CONSULTATIONS

There were three public consultations focused on Design, Heritage, and Activities. They were carried out at different venues and at different times to ensure accessibility. These consultations were an opportunity for GBCT and the community to work together in developing the Baths, and for the community to strengthen local relationships with the GBCT.

## DESIGN REVEAL

On June 2, the Architects presented models of the newly refurbished building in the Baths front foyer and big pool. This live installation was a big celebration of this incredible milestone, and trailed the children’s exhibition only two weeks later. Together, the community were invited to respond to the models, to interact with the architects, and to explore the Baths as it currently exists.

## FOCUS

Because of the specific barriers facing many members of the local community, it was not enough to have public consultations. Forming new partnerships with local organisations, focus groups with hard-to-reach members of the community they ensured that GBCT’s understanding of local needs were robust, inclusive, and holistic. These groups were integrated into already existing focus groups to ensure maximum ease and comfort of attendees.

## ONLINE

An online questionnaire was launched for people to remotely engage with the GBCT.

## ‘PROFESSIONAL STAKEHOLDERS’

The aim of the community consultations was not only to engage members of the public but also sought to work with key “professional stakeholders” who have an interest in the project and the outcomes and impact that it may have. This helped to ensure alignment with partner organisations and their priorities and build relationships fostering trust, understanding and long term support, all of which are key ingredients to the sustainability for the Baths. These stakeholders included:

- Glasgow City Council
- Glasgow Life
- NHS
- Education
- Govanhill Housing Association
- Further Education Sector
- Third Sector, Voluntary and Community Based Organisations

## FUNDRAISING 200K COMMUNITY CAMPAIGN

GBCT has committed to fundraising 200k to contribute to the refurbishment of the Baths as part of the Phase1b delivery. To further this aim, a fundraising committee was established along with a fundraising strategy. The fundraising strategy included the following activities for 2015-16:

### Sponsor A Swim

Supporters of GBCT are asked to stage a sponsored swim to raise funds. There is no limit or criteria for how, when and what they do as long as it is completed by March 2017. Each swimmer will determine their own event to their own ability in their preferred location. The money raised is paid into our charity donate account through BtDonate and additional and automatic gift aid is raised.

### The Steamie

Given the huge emotional attachment Glasgow people have for the Steamie and drawing on the success of the play, first staged in the Govanhill Baths Steamie in 2014, and the huge emotional attachment it has to many Glasgow folk, it was agreed to stage a week-long production of The Steamie in July 2016. Alongside the production of the play we ran a ‘Memories of the Steamie’ art and archive project with local women, writers groups and Glasgow Women’s Library.

### Donation box

A highly visible donation tin is situated in the foyer of the Baths along with information about the 200k fundraising strategy. This is targeted at those using the facility and to take of advantage of the high footfall in the building.

Further, much larger scale, fundraising activities as part of the 200k Campaign such as, ‘Refraction: The Festival of Light’ and ‘Sponsor A Tile’ will take place in 2017.

All things going well, the delivery of Phase1b capital works will begin in December 2017.

**“I’ve never seen the Baths with water in it. My mum said that when it is full of water her and I are going to go swimming in it. I’ve never been swimming with my mum. I didn’t even know she could swim.”**



## GOVANHILL BATHS

Govanhill Baths continues to thrive as a 'Community Hub' at the heart of Govanhill. Since the Baths reopened in 2012 it has welcomed 73,280 visitors and held 425 arts, cultural, wellbeing and community events.

2015-16 was no exception. The building, despite the cold and dilapidation, is still very much loved, used and supported by the local community. In addition to housing the GBCT programme of events we are also a popular venue for voluntary, statutory and community groups for the delivery of services and activities.

### TENANTS AND PARTNERS

GBCT is committed to the holistic regeneration of the local area and keen to share the vibrant and diverse resources which exist within the local community with other service providers. GBCT does this in a number of ways:

1. We work as much as we can in partnership with local organisations to design and deliver the most appropriate services for the local area.
2. By promoting and procuring locally based skills and services that the community has to offer.

We work closely with partner organisations to deliver projects locally and, rather than duplicate services, we support others as partners who are better placed to deliver them.



This year we have partnered with a broad range of statutory and voluntary sector partners including:

- The Crookston Community Food Project to deliver a weekly food bank service. Every week 50-70 families access food donated from Costco, Tesco and Lidl. The Foodbank is operated entirely by volunteers.
- Positive Action in Housing deliver a drop in benefits and advice service to up to 60 new migrants to Scotland every week. This is a 50% increase in the number accessing the service from when it was based at its previous community based premises.
- The continued delivered of a benefits and debt advice service called Govanhill Baths Advice Centre in partnership with Castlemilk Law Centre which additionally provides various legal and welfare rights service to community.

GBCT has welcomed a new tenant in 2016, Romano Lav. Romano Lav is a cultural association for Roma people in Glasgow. Romano Lav have worked closely with Rags to Riches and our Arts Co-ordinator to deliver a range of cultural and artistic events to the local community including a cultural programme around International Roma Day celebrations and Govanhill World of Music Festival showcasing the diverse musical styles and cultures of Govanhill and the wider Southside.

Southside Fringe Festival, who organise the largest annual arts festival on the Southside of Glasgow is now headquartered at the Baths.

## WELLBEING PROGRAMME

The Wellbeing Programme, developed in 2012, was designed in response to the lack of inclusive services in the area that met both the aspirations and needs of local people.

Our Wellbeing Programme of activities is rooted in the local community and represents the local ethnic and religious demographic of the area. Govanhill has become the most ethnically and culturally diverse district in Scotland, where approximately 52 nationalities reside. Mass migration and rapid population growth has led to congestion and high levels of deprivation, with our community continuing to face social, economic and environmental inequality. These factors, combined with a breakdown in community cohesion, have had detrimental impacts on both physical and psychological health. The provision of locally accessible facilities and services is therefore essential for the promotion of health and wellbeing.

The Trust's Wellbeing Programme aims to:

*'To support an individual or group to be able to develop their potential, work productively and creatively, build strong and positive relationships with others and contribute to the community'*

In addition, the Wellbeing Programme has a number of outputs:

- improving physical and mental health;
- building creative outlets for skills development and enhancement;
- facilitating employment opportunities;
- and improving community cohesion.

**“Getting involved in stuff at the Baths has helped me. Everyone is so friendly, like one big family. It's like my second home. I gave my sister a cushion I made at the sewing class. She really liked it. She said it is good for me to learn new things.”**

To further these aims, the Trust continues to provide a wide range of community-based activities, educational and training courses aimed primarily, but not exclusively, at people from the G41/G42 postcode. Since 2012 we have had 820 people access our courses. This high engagement rate has continued throughout 2015-16 with 160 people accessing our Wellbeing courses. Of whom:

**86%** were from the local community.

**25%** were from the BME community.

**72%** were women.

**88%** not in employment, training or education.

The 2015-16 Wellbeing Programme consisted of the 5 structured courses which run from 1-2 hours a week for 6-12 weeks depending on the course.

### Yoga

Yoga for Beginners continues to be one of our most popular courses at the Baths. Our 10 week block of hour-long classes, led by Jagjit, are aimed at beginners or those in need of gentle exercise. This year we were able to offer mixed and women-only classes.



### Pottery

A new course established in 2016, led by Frances, began as a six week Pottery for Beginners course and has now has an extensive waiting list. Participants are shown how to explore different techniques to make hand-built pots and sculptures in 6-8 week, 2 hour sessions. Due to the demand for the course we are now able to offer a Pottery for Improvers which develops the skills and techniques learned from the beginner's course such as glazing techniques.

Both courses have delivered better than expected improved mental health and wellbeing outcomes for participants. The courses have proved so popular that participants are looking to establish a volunteer-led pottery club called, Potty for Pottery.





### Govanhill Grub

Running since 2009 and facilitated by Donna, Govanhill Grub continues to address some of the symptoms of food poverty suffered by local people. The 10 week course teaches participants to cook healthy, nutritious and delicious meals which are easy to prepare and affordable to make. It also provides participants with a hot meal in a friendly and welcoming environment.



### Cast Offs

Now in its 4th year, Cast Offs continues to meet up weekly for 2 hours to knit and crochet as well provide a social network for participants. Led by Jean, the group attracts an average attendance of 13 people, mainly women from the local area. In addition to learning new techniques, exchanging patterns and meeting new people, participants are able to produce items for other charities or sell items at events and fairs to generate income for the project.



### Angling for All

Angling for All began in 2016 as a pilot project to encourage more men into activity. Bobby and Roddy facilitate a 2 hour x 10 week course to provide participants with everything there is to know about fly fishing from fly-tying to angling techniques.

To our delight, the pilot project was nominated for the Evening Times Community Champion Sport Award 2016 and won! The project has gone on to deliver the course to an NHS mental health initiative.



### WELLBEING REPORT 2012-2105

In 2015 GBCT partnered Stirling University's MSc Health Psychology department to take on two post-graduate students, Lucy and Elaine, who undertook an evaluation into the wellbeing impacts of our programmes since 2012. The report, *Wellbeing impacts of Govanhill Baths Trust's (GBCT) Programme of activities on individuals within the community 2012-2015*, found the following results for the 790 people who have attended our courses in the last three years:

- The demographics of participants accessing our programmes mirror the demographics of the local community.
- The average wellbeing scores showed a real improvement for participants in our programmes.
- The most common benefits from our programme were physical, social and technical skills-related benefits.
- Real improvements in health were reported amongst participants.
- Comments obtained from participants were highly positive.

GBCT has now embedded evaluation into all of its programmes and activities. GBCT has employed the two researchers who carried out the report to monitor our evaluation and produce a yearly evaluation report similar to the Wellbeing report annually. This will ensure that our services continue to meet the needs of our participants.

The report is available for download on our website at [www.govanhillbaths.com](http://www.govanhillbaths.com).



## GOVANHILL BATHS AND THE ARTS (GBArt) PROGRAMME

The arts have played a significant role in the history of the campaign to save Govanhill Baths, from the songs on the picket lines in 2001, to the major fundraising events held between then and the re-opening in 2012.

Since February 2012 when we finally (and legally) got back in to the building, the arts have continued to add massively to the GBCT activities, both as a way of raising profile and bringing people to the building, but also as part of the concept of a holistic well-being approach. From high-profile link-ups with National Theatre Scotland (NTS) The Arches, Citizens Theatre, Scottish Opera – to local artists using the foyer space to exhibit their work for the first time, through the Creative Scotland funded music projects working with young members of the local Roma community – The Arts have contributed to the well-being and social cohesion of the local community and established Govanhill Baths as an exciting venue and a welcoming place for artists to work.

**“There have not been too many good news stories in Govanhill for a very long time. The reopening of Govanhill Baths is going to change all that. Finally, we will have something to shout about, something the community will have pride in.”**

### ACHIEVEMENTS IN 2015-16

It is that welcoming and innovative atmosphere that has continued to draw artists to the Baths in the last year. The staff and volunteers have created a space that people want to be involved in.

- Turner Prize nominee Marvin Gaye Chetwynd used the Main pool space to construct and film a new project.
- Scottish Ballet made their promotional film, Maze by Eve McConnachie here, [www.scottishballet.co.uk/scottish-ballet-creative](http://www.scottishballet.co.uk/scottish-ballet-creative).
- In conjunction with Playwrights Studio we were able to provide space and resources for playwright Kieran Hurley to develop his show “Heads Up” which went on to take a Fringe First in Edinburgh in August. Kieran describes Govanhill Baths as “a hugely valuable pillar of support for the professional artistic sector.”



We continue to attract the high profile city-wide and national arts festivals. In 2015-16 we hosted:

- SONICA, organised by Cryptic, attracting over 2,000 people to three separate works in each of our swimming pools by international renowned artists.
- We hosted GI16, bringing 700 people into the building to see an interactive exhibition in the ladies pool and take part in workshops.
- Glasgow Mobile Print Studios and the Artists Joshua Brown and Ann G Nisbett brought workshops and exhibitions here as part of the Festival of Architecture.

As an exhibition space we have been busy throughout the year, with innovative use of the spaces – exhibitions in the upstairs Slipper Baths, the corridor to the ladies pool and in The Steamie. Our regular exhibition space in the foyer is free to use and has shown work from:

- Three local primary schools exhibited mosaics as part of an anti-sectarianism project.
- Our own in-house exhibition “Children of the Occupation”.
- First solo UK show of the work of Palestinian photo-journalist Hamde Abu Rahma – around 200 people attended the launch.
- Bi-Scotland’s multi-media exhibition.

We continue to have a strong link with Scotland's Spoken Word scene:

- The annual Burns event and the Govanhill Poetry Splash (now in its 5th year) are now firmly part of the Spoken Word calendar. The Splash attracts some of the country's top poets including Liz Lochhead, Tom Leonard and Hollie McNish.
- Hollie McNish says of the Baths "It's one of my favourite places to perform... it's magical to me". Hollie took part in the 'short book' "Our Steamie" published as part of "The Steamie project", a collaboration with Glasgow Women's Library, the creative writing class at Govanhill Library and the Larkfield Writers Group. The project was managed by Jennifer Watt.

As a performance space, the building lends itself to unique events, several bands have played in the pool, in the steamie and the foyer, we held:

- A major fundraising event for Syrian Refugees, 'Where is the Love', in conjunction with Tom Urie and the cast of River City that featured a vast array of talent from across the world including award-winning guitarist and songwriter RM Hubbert and a reunion of the original Singing Kettle duo.
- Our "Govanhill World of Music Festival" featured on BBC Reporting Scotland.
- One of the most innovative uses of the space was "Tuvalu" a joint venture with SpinalChord in which a screening of the cult movie Tuvalu (set in a derelict swimming pool in Bavaria) was followed by an interpretation of scenes from the film by trapeze artists above the main pool.

Film also features heavily in our overall arts programme:

- Regular screenings by Southside United Film Club bringing political films to the Baths, followed by Q&As with high profile Directors and Producers of the films.
- We continued our long standing relationship with Southside Film Festival (a series of films as part of the Glasgow International Comedy Festival) and Document, who will be back again for events this coming October.
- GMAC were among many organisations who used the Baths as a location. It was the venue for their summer school for Young people, the resulting film "Waiting for Aliens" premiered at Cineworld in September 2016.

We have worked with Sistema/Big Noise, Festival of Dangerous Ideas, Scottish Chamber Orchestra, Scottish Ballet and many others over the year.

## GBCT SOCIAL ENTERPRISES

### GOVANHILL THEATRE

Govanhill Theatre is led by Bruce Downie, the Theatre's Artistic Director. He is supported by the Govanhill Baths Technical and Venue manager Stevie West who oversees set building and technical requirements for productions.

GBCT believes that Govanhill Theatre plays a significant role in our overall wellbeing project. Theatre is naturally a communal activity where people come together to be creative and share stories. Outside of food and shelter, that's one of the most important human needs – to share your experiences with other people. Our connection to, and understanding of, each other is deepened and strengthened through that process of sharing. GBCT believes that our local community has the right of have a theatre on their doorstep.

Govanhill Theatre continues to bring to the community some of the classics of theatre, but also continue to create stories about Govanhill that are relevant and important to our community.





Achievements in 2015-16 have included:

- Delivery of 12 theatre productions involving 90 volunteers providing 1700 hours of volunteer time and attracting audiences of almost 3000 people.
- ‘£1 G42 ticket offer’ has been a popular initiative. A number of seats for each production are allocated to local people from the G42 area who are able to access performances for £1.
- Partner shows have included the Royal Shakespeare Company, Radio Theatre Group, Tron Theatre and Theatre Cryptic.
- In addition to producing plays, Govanhill Theatre is actively working to build and develop community and low budget professional theatre companies including, Unsub Actors, Two Davids, Tron100, Rebel Tree, Urban Fairytale and Glasgow Youth Arts Hub.
- In addition to the venue space in the old Steamie area, the Trust has the converted Arts Studio to use as a theatre/performance space.

### Govanhill Young Theatre-Makers

GYTM was developed in 2015 as an arm of the Govanhill Theatre for children and young people interested in theatre and creative performance. GYTM, led by Morna, is a space for young people’s voices to be heard. It is a place for young people to express their opinions on matters important to them; to find a way to explore and question these opinions creatively; to find how their collective opinions fit into, or do not fit into, the world around them; to question this equilibrium (or lack of it); and to find a way to communicate all of this to others in a creative and performative way.

Above all else, GYTM aims to nurture; creativity, self-expression, openness, community, the acceptance of diversity, accessibility, humanity and local opportunity. Choose Life, a performance created as a culmination of GYTM’s workshops was delivered in December 2015.

### RAGS TO RICHES

Rags to Riches, managed by Nadine Gorency, continues to grow from strength to strength. Established in 2012 to provide educational programmes linked to reusing domestic textile waste, it has grown into an award winning leader in the field of reuse and upcycling in Scotland.

The aims of Rags to Riches is to give value to local domestic, non-food waste which might otherwise go to landfill by ‘upcycling’ it and, in the process, help to transform lives by providing health and wellbeing outcomes for the local community and our environment.

The 2015-16 programme was aimed at engaging local people who are isolated, hard to reach and suffer multiple deprivations and providing them with confidence, new skills and a feeling of worth, contributing to improving the local environment. Our evaluations have highlighted that almost 30% of participants are on incapacity benefits and unable to work due to poor health, 25% are from the BME community and almost 60% are under the age of 50 who were not in employment or education.

### Rags to Riches services and products

In the last 12 months Rags to Riches have delivered the following services:

- Upcycling workshops to the local community
- Employability, Training and Skills Development workshops
- Outreach Work
- Upcycled Product Manufacturing and Sales
- Upcycling Events
- Public Art Projects
- Scottish Upcycling Network



**“I really like volunteering. I feel part of something much bigger, and I enjoy learning more about the community.”**

### Upcycling Workshops for the local community

The aim of our Upcycling Workshops is to tackle textile and furniture recycling creatively and effectively while engaging with the community who have an interest in learning to sew, design and acquiring skills in textile and furniture manufacture. 50 people accessed the following courses:

- Upcycle your skills Furniture
- Upcycle your skills Textiles
- Upcycle Your skills Upholstery
- Soft Toys
- Bookbinding

### Employability, Training and Skills Development workshops

In addition to teaching upcycling skills Rags to Riches run Employability, Training and Skills Development workshops aimed at providing participants, if they so wish, the confidence, knowledge and practical experience in establishing a micro business or moving into further education or training.

Our model is based on the, 'One for You and One for Us' model. Participants learn to make one item which the GBCT sells on to bring in income for the project but participants also make an item for themselves from their newly acquired skills. In 2015-16 we ran, 'Let's Make it' workshops concentrating on textiles and footstool manufacture. 40 participants learned and gained experience in production techniques, marketing, sales and customer service in addition to learning design, sewing and upholstery techniques. As a result the following has been achieved:

- 3 micro businesses have been established.
- 3 participants have progressed into further education.
- 5 participants have gained employment.



Rags to Riches also has its own unique, '3 step in-house employability model'. The model provides opportunities, training and support for participants to progress from participation, if they so wish, to volunteering and finally progressing to delivering classes as tutors. This model has proved to be highly successful with the following results in the last 12 months alone:

- 13 tutors have gained employment with the project, 11 of whom progressed from volunteering.
- 20 volunteers now support the various Rags to Riches projects and activities.
- 2 sole trader businesses have been established.

### Outreach work

Rags to Riches has also developed an affordable Outreach service aimed at delivering bespoke educational and training services on behalf of clients.

In the last 12 months Rags to Riches has worked with 23 voluntary or community based organisations to deliver workshops to 680 people.

Clients in the last 12 months have included: Isaro Social Integration Network, WSREC, Drink Wise Age Well, Glasgow Disability Alliance, LINKES, Pidgin Perfect, Ardenglen Housing Association, Battlefield Community Project, Southside Housing, Glasgow Life, Women's Aid, Rig Arts Greenock, Heart of Scotstoun, Crossroads Community, University of the West of Scotland, Southside Fringe, Southside Film Festival, Arclib, Eastend Arts and Ready Steady Grow.

In addition, Rags to Riches delivered upcycling workshops for events at which 350 people took part in creating an upcycled object. They included: Glasgow Life Mela at Kelvingrove Park ; Glasgow Mela Legacy Hu & Netherton: Pidgin Perfect Gala Day.

### Upcycled product manufacturing and sales

Rags to Riches produces a range of beautifully crafted and affordable upcycled products by local people which are sold at the Baths and via various outlets across Glasgow including:

- Harvest Co-op, Makers Workshop and Bibalo stock our products.
- In 2016, our volunteers launched a Rags to Riches Etsy page: [www.etsy.com/shop/UpRagstoRiches](http://www.etsy.com/shop/UpRagstoRiches).
- Our stalls, staffed by volunteers, are a popular addition to the monthly Southside farmers market.
- Our products can be seen at numerous craft fairs across Glasgow.

## Upcycling Events

Rags to Riches event manage a number of key Upcycling events throughout the year. These are highly popular events aimed at promoting and showcasing what is currently being achieved within the Scottish Upcycling sector.

### This is Not a Craft Fair 2015

Now in its 4th year, This Is Not a Craft Fair has become one of the highlights in the craft show calendar. Its aim is to showcase craft, textile and furniture products, small businesses and community initiatives in Scotland. In 2015 the Fair achieved:

- 350 Visitors.
- 14 local makers/businesses showcased their work of which 11 were previous volunteers or participants from Rags to Riches projects.
- 8 volunteers were involved event managing the Fair.

### This is Not A Fashion Show 2016

Following from the first event in 2014, the second This Is Not A Fashion Show was again dedicated to showcasing the Upcycled fashion industry proved to be another huge success.

- 200 visitors packed the Main Pool which was converted into a Catwalk.
- 48 volunteers helped WITH set building, decorating, providing hair and make up, modelling and catering.
- 6 leading Upcycling fashion designer's collections were showcased.
- 22 people produced outfits to contribute to a Rags to Riches Fashion Collection.

### Sew La Tea Dough

Since 2012, these free, monthly, drop-in events have continued to support individuals or families within the community wishing to learn how to sew, mend, alter or improve items of clothing or textiles. The events are run by 6 volunteers who are skilled in alterations and tailoring. Light refreshments are also provided to make the event welcoming. The project also provides a clothes swap service where people can exchange unwanted items of clothing for items donated by others.



## Scottish Upcycling Network (SUN)

SUN was established in 2016 in response to the rapid growth in the Upcycling Sector over the last two years. There are currently dozens of community based and voluntary organisations which have sprung up across Scotland, however, there is currently no association or network which exists to support the needs of non profit or community upcycling enterprises.

SUN currently has 13 members who are all self employed small traders.

The aim of SUN is:

- To increase collaboration between upcycling projects.
- To spread best practices among members.
- To catalyze new upcycling projects.
- To exchange information, socialize, learn, and connect with peers on a regular, ongoing basis.
- And ultimately, create an effective Scottish Upcycling Network.

In addition, to the aims and objectives above, the network would provide a peer-to-peer exchange that could act as a catalyst for collaboration between projects and offer opportunities to support peer-to-peer learning.

**“Govanhill Baths is more than a swimming pool. It was always more than that. It is about our community, about people.”**

## Public Art Projects

Every year Rags to Riches aims to deliver a high profile Public Art event engaging the local community. In 2015-16 we delivered the popular, ‘I am Govanhill’ project. The project was designed to engage young people from local schools and women from community based organisations to come together and celebrate the unique ethnic diversity of Govanhill. The project involved the design, production and installation of upcycled ‘flags’ referencing the 52 languages spoken in the area.

40 participants from Shawlands Academy, Govanhill Housing Association, Romano Lav, as well as our own volunteers, took part in the project and produced 43 flags made from various upcycled materials from plastic food wrappers to milk bottle tops. The flags currently adorn Victoria Road in Govanhill and will be in place until the end of the year.

## TRUST ARCHIVES

Govanhill Baths Archive, managed by the Trust Archivist Paula Larkin, was established in 2014 as part of the Trust's Centenary Celebrations. The Archive was established to catalogue and make accessible a fascinating and truly unique collection of materials which reflect the wide and varied activities which have taken place in the Baths over the past 100 years, from its use as a municipal swimming baths and wash house to its occupation by the Save Our Pool campaign and the development of the Govanhill Baths Community Trust.



Achievements in the last 12 months include:

- Doors Open Day 2015 saw the display of archives including restored banners, video testimonies, oral histories and Save Our Pool songs. Approximately 200 people visited the exhibition including two former medal winners from the Zenith Swimming Club and visitors added testimonies to the Memory Book. The Archives were also showcased at the DoD Civic reception at the City Chambers on 12th Nov 2015.
- “Children of the Occupation”, an exhibition celebrating the contributions young people made to the campaign. It included examples of media coverage from the demonstrations in 2004 and the Occupation as well as a screenings of United We Will Swim... Again film. 100 people including many former campaigners came to view the exhibition.
- “Changing Rooms” was the archive support to the Design Reveal held in the main pool in 2016.
- The Steamie Project – The Steamie play and including, The Steamie, which was a reminiscence Arts project which worked with older people in the community culminating of the launch of a book of poetry at the Glasgow Women’s Library in July 2016.

## MANAGEMENT STRUCTURE, STAFFING AND VOLUNTEERS

GBCT is proud of its highly committed, skilled and experienced team of staff and volunteers who deliver and manage our projects. Almost 90% of our Trustees, staff, volunteers and participants reside from within 1 mile of the Govanhill Baths, making us a truly community-based organisation.

In return, GBCT is committed to ensuring all staff and volunteers have ongoing training and support as required and is committed to providing the best working environment for its staff and volunteers.

GBCT is proud to have been one of the first voluntary organisations in Glasgow to deliver the Glasgow Living Wage as a minimum to its staff. We are committed to ethical employment and engagement and demands that all partners and sub-contractors paying Living, not minimum, Wage to their staff, have no history of blacklisting, allow full trade union participation and do not engage in exploitative zero-hours contracts. Members of staff are encouraged to join a trade union and they hold regular staff meetings independently of management.

In the last year the GBCT has grown significantly in staff and volunteers. We have recruited one new full-time and three new part-time employees in addition to a team of sessional staff and volunteers.

### NEW STAFF

**Trust Manager** – Fatima joined the Trust as the Manager in 2015 after 10 years of being a Trustee in a voluntary capacity. She was one of the original campaigners who fought the closure of the Baths in 2001.

**Venue and Technical Manager** – Stevie joined the Trust in this new post after the Govanhill Theatre came under the management of the Trust. Stevie is responsible for the technical requirements for all events at the Baths.

**Artistic Director** – When the Govanhill Theatre came under the management of the Trust Bruce continued in his role as Artistic Director.

**Learning and Outreach Officer** – Katie joined the Trust in 2016 and is responsible for the Trust's community engagement work with particular empathises on the Phase1b project.

## 24 SESSIONAL STAFF

Wellbeing Programme is delivered by a range of skilled sessional staff.

**Wellbeing Staff** – Donna B, Jadjit, Frances, Roddy and Ronnie

**Evaluation Officers** – Elaine and Lucy

**Relief Janitor** – Tim

**Building Maintenance** – Colin

**Youth Theatre worker** – Morna and Jordan

**Rags to Riches** – Nicola, Altron, Donna J, Gabbi, Amelia, Angela, Alwyn, Geraldine, Miriam, Arlene, Lucy, Beth and Anna

**Administrative support** – Marina

GBCT is aiming to recruit a Volunteer Co-ordinator, Arts Co-ordinator, Swimming Instructor and Lifeguard for the Learners Pool in the near future.



**"I haven't really had a swim since the Baths closed. It'll be great for my daughter to put a towel under her arm and walk to the Baths and I'll probably join her."**

## VOLUNTEERS

GBCT would be nowhere without its volunteers. GBCT grew out of a long, hard-fought volunteer community campaign. Volunteers have been the backbone of the 15 years of campaigning to reopen the Baths. Today an invaluable and highly significant amount of the work of GBCT continues to be performed and supported by volunteers.

It is our goal to celebrate, as well as provide support, training and encouragement, and where possible employment opportunities, to all of our volunteers. Many of our volunteers move into paid employment with GBCT. Of our 9 staff members 6 have progressed to employment through volunteering. In sessional staff terms almost all of our 25 sessional staff started out with GBCT as volunteers.

In 2015-16 a staggering 108 volunteers donated 3240 hours of their time to support a wide range of activities from specific fundraising events to building maintenance to supporting programme delivery.

GBCT would like to take this opportunity to say a huge thank you to all of those people who have volunteered with us in the last 12 months. Including:

- Rags To Riches's passionate team of volunteers – Beth, Hannah, Karol, Kirsten, Sam, Arlene, Amber, Louise and Ian.
- Reception Desk volunteers whom are always cool and calm under pressure and welcome everyone into the building with a smile and helping hand – Chris, Nina and Caroline.
- Building maintenance and Janitorial work volunteers, particularly those from Cosgrove Care who turned up weekly for 5 months to help us clean and clear the building.
- Community research and outreach support volunteer, Marina who proved to be a whizz with stats and tables. Marina is now employed as a sessional worker supporting Rags to Riches.
- Gardening volunteers, particularly Daniel who for many years has worked his green fingers to make our Peace Garden a beautiful oasis. Daniel is now employed by the GBCT as a sessional gardener.
- Govanhill Theatre volunteers, particularly Alan D, who has now become part of the fixtures of the Baths and is a man of all trades.
- Archive volunteers, Alexander and Jenna whom helped Paula with various sorting, listing and archiving duties.
- Sew La Tea Dough volunteers whom every month come rain or shine, Donna J, Yasmin, Suki, Kirsten, Tanja, Rachel and Betty are here to help teach mending, button-holing and alterations to people who come along to our drop-in service.
- Cast Offs volunteers who, week-in week-out, have been kept the drop in going and expanding, particularly Jean, Cathy, Carol, Ruby and Margaret.
- Govanhill Grub volunteers who supported the delivery of the project Pat, Lisa, Norrie and Dominic.

Last, but not least, a huge thank you to our Board of Trustees who have helped the GBCT get where we are today.



## ACCOUNTS

The Trust's accounting period is from the 1st April 2015-31st March 2016.

### Statement of Financial Activities for the Year Ended 31 March 2016

	Unrestricted fund	Restricted funds	31.3.16 Total funds	31.3.15 Total funds as restated
	£	£	£	£
<b>INCOMING RESOURCES</b>				
<b>Incoming resources from generated funds</b>				
Voluntary income	34,482	128,379	162,861	200,249
Activities for generating funds	29,967	-	29,967	47,802
Investment income	36	-	36	63
<b>Total incoming resources</b>	<b>64,485</b>	<b>128,379</b>	<b>192,864</b>	<b>248,114</b>
<b>RESOURCES EXPENDED</b>				
<b>Cost of generating funds</b>				
Costs of generating voluntary income	3,606	-	3,606	42,310
<b>Charitable activities</b>				
Direct charitable expenditure	38,639	118,801	157,440	155,549
<b>Governance costs</b>	<b>4,102</b>	<b>-</b>	<b>4,102</b>	<b>4,334</b>
<b>Total resources expended</b>	<b>46,347</b>	<b>118,801</b>	<b>165,148</b>	<b>202,193</b>
<b>NET INCOMING RESOURCES</b>	<b>18,138</b>	<b>9,578</b>	<b>27,716</b>	<b>45,921</b>
<b>RECONCILIATION OF FUNDS</b>				
Total funds brought forward	28,088	58,558	86,646	40,725
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>46,226</b>	<b>68,136</b>	<b>114,362</b>	<b>86,646</b>

### Balance Sheet At 31 March 2016

	Unrestricted fund	Restricted funds	31.3.16 Total funds	31.3.15 Total funds as restated
	£	£	£	£
<b>FIXED ASSETS</b>				
Tangible assets	4,758	53,058	57,816	59,005
<b>CURRENT ASSETS</b>				
Debtors	7,076	-	7,076	3,779
Cash at bank and in hand	59,573	15,079	74,652	58,099
	<b>66,649</b>	<b>15,079</b>	<b>81,728</b>	<b>61,878</b>
<b>CREDITORS</b>				
Amounts falling due within one year	(25,182)	-	(25,182)	(34,237)
<b>NET CURRENT ASSETS</b>	<b>41,467</b>	<b>15,079</b>	<b>56,546</b>	<b>27,641</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>46,225</b>	<b>68,137</b>	<b>114,362</b>	<b>86,646</b>
<b>NET ASSETS</b>	<b>42,225</b>	<b>68,137</b>	<b>114,362</b>	<b>86,646</b>
<b>FUNDS</b>				
Unrestricted funds			46,225	28,088
Restricted funds			68,137	58,558
<b>TOTAL FUNDS</b>			<b>114,362</b>	<b>86,646</b>

## FUNDERS

Thank you to our funders who helped make all of this happen:

**Wellbeing Programme:** The Robertson Trust; People and Communities Fund – Scottish Government; St Nicholas Care Fund; Trades House of Glasgow – Commonweal Fund; STV Children’s Appeal; People’s Postcode Lottery; South East Integration Network.

**Arts Programme:** Voluntary Action Fund; Arts Development Fund – Glasgow Life; Vibrancy Fund – Glasgow Life.

**Rags to Riches:** Asda Foundation; Comic Relief; People and Communities Fund – Scottish Government; Vibrancy Fund – Glasgow Life; The Robertson Trust; BEMIS; Bank of Scotland Foundation; People’s Postcode Lottery.

**Govanhill Theatre:** Glasgow City Council – South East Area Committee.

**Phase1b:** Heritage Lottery Fund; Big Lottery Fund, Historic Environment Scotland, Glasgow City Council.



“  
They let me come  
in and make a  
cup of tea when  
it’s cold out. I sit  
in the entrance  
and watch people  
come and go.  
I don’t feel lonely  
when I’m here.”



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