



the wellhouse news

Welcome to your Autumn Newsletter



IN THIS EDITION:

- A message from the Chair – Page 2*
- AGM highlights another successful year for Wellhouse – Page 3*
- EHRA – Stonewall Diversity Champions – Page 5*
- Delivering Employment Opportunities – Page 6*
- EHRA Community Conference – Page 7*

A Message from the Chair:



Maureen Morris –
Chair

Welcome to your Autumn newsletter, which follows hot on the heels of our AGM!

We were really pleased to have welcomed you to our office this year and let you see where all the staff work as part of our AGM. We are continually working on making the staff team accessible and we hope you enjoyed mingling with

staff and committee over your fish and chips, we certainly enjoyed talking to you.

Congratulations to all our prize draw winners and thanks again to our sponsors. The presentations given by myself and the management team are available on our website. We are looking to boost

our committee with people who live in Wellhouse, so please let us know if you are interested in joining.

We are entering a new business planning period for the 3 years from April 2019 and we would love to have your input – what are your priorities for Wellhouse? What do we do well and not so well? Where do you think we should direct expenditure? TPAS Scotland will be running consultation events on our behalf over the autumn and winter – we'd love to hear from you.

Hope you enjoy the newsletter and we will be producing our Christmas one before you know it!

Best wishes

Maureen Morris
Chair

Wellhouse - Investing in our staff



Congratulations to Stewart McIntosh on being awarded the NEBOSH National General Certificate in Occupational Health and Safety!

Stewart was sponsored by Wellhouse Housing

Association to complete his NEBOSH course at Glasgow College.

NEBOSH was formed in 1979 as an awarding body with charitable status, offering a comprehensive range of globally-recognised qualifications designed to meet the health, safety and environmental management needs of all places of work. NEBOSH qualifications are recognised by relevant professional membership bodies including the Institution

of Occupational Safety and Health (IOSH), International Institute of Risk & Safety Management (IIRSM), the Chartered Institution of Water and Environmental Management (CIWEM) and Institute of Environmental Management & Assessment (IEMA).

NEBOSH examinations and assessments are set by its professionally qualified staff assisted by external examiners; most of whom are Chartered Safety and

Health Practitioners or Chartered Environmentalists operating within industry, the public sector or in enforcement.

Maureen Morris, Chair of Wellhouse said

“investing in and supporting our staff is very important to us at Wellhouse and I want to thank Stewart for all his hard work throughout the course and the exams – Stewart will be using his qualifications to help ensure that the Hub is well run and safe for all!”

The AGM highlights another successful year for Wellhouse

The Association held another successful AGM on Thursday 27th September 2018, where members approved the Management Committee election results. Congratulations to all those that were elected.

Your new committee is: **Maureen Morris - Chair; Clare Monteith - Vice-Chair; Darron Brown - Committee Member; Tom Lucas - Committee Member; Jane Heppenstall - Committee Member Michelle Harrow - Committee Member; and Danny Dickson - Committee Member.**

The business of the meeting included a report from the Chairperson, Maureen Morris, a financial report from our External Auditors and a showcase of the year's achievements and the year ahead from the Management Team. We also welcomed, Amy, from Connect Community Trust Youth Committee, who provided a presentation on youth activities and achievements during the year.

Held in the hub, all members were welcomed into the office environment and invited to see all areas of the staff workplace. We were also pleased to announce that, working in partnership with our partner, Saltire, and to mark the Year of Young People, a Modern Apprenticeship role had been secured by Adam Robertson, a local person through our Gas Service Contract. Well done to Adam.

The business of the evening concluded by the Chair congratulating the winners of this year's garden competition. Well done to: Ms. Dempsey, Mr. & Mrs. Cooper, Mr. Morrison, Ms. Granger, Miss McCurry and Ms. Landova.



There was also a free raffle draw. We would like to sincerely thank the following contractors and partners for their support and generous donations towards the raffle.

MTS Drainage, Scotia Plumbing, Saltire, Shiels Maintenance, Colin McFadyen (Plasterer). MCM (General Building Work, GES (Electrical Contractor) & GFS Facilities Management.

YOUR COMMITTEE NEEDS YOU!!!



Wellhouse Housing Association is governed by a volunteer board of Trustees, if you would be interested in joining our team – please call us on 0141 781 1884

There are 5 vacancies to co-opt to the committee. If you are interested in joining the Management Committee of Wellhouse Housing Association, we are very keen to hear from you if you are enthusiastic supporters of Social Housing aims and principles and have an understanding of Wellhouse HA's activities.

What's in it for you? / What can you expect?

- Making a difference to the people of Wellhouse
- Personal development opportunities and training
- Use your skills where they are really needed
- Meet new people
- Help support the work of Wellhouse
- Contribute to decision making processes involved in the development of Wellhouse Housing Association

What's in it for us? / What can we expect?

- Your skills & enthusiasm
- New ideas for Wellhouse
- Your attendance at approx. 10 meetings per year (6-8:30pm)
- Increase in support for the Management Team & Staff

If you would like an informal chat and an application pack please contact
Linda Logan (Corporate & Governance Assistant)
0141 781 1884 or email:linda@wellhouseha.org.uk



EHRA chair Colin Cameron with fellow committee members

Easterhouse Housing & Regeneration Alliance becomes Stonewall Diversity Champions

In continuing its commitment to tackling all forms of exclusion and inequalities, the **Easterhouse Housing & Regeneration Alliance (EHRA)** has joined the **Stonewall Diversity Champions** programme.

The move is a first step to ensuring EHRA is fully inclusive of all lesbian, gay, bi and trans (LGBT) staff members, stakeholders, customers and service users.

EHRA chair, Colin Cameron, said: “EHRA supports local groups and delivers significant local democracy. The partners in EHRA have contributed greatly to the housing, environmental and community improvements across greater Easterhouse and we are committed to continuing that job. For us that includes making sure all members of the community, and all those we work with, feel welcome and included.”

Colin Macfarlane, Stonewall Scotland director, said: “We’re very pleased to be working with Easterhouse Housing & Regeneration Alliance to create a world where all lesbian, gay, bi and trans people can be

accepted without exception. LGBT communities really benefit when organisations create LGBT friendly working environments, so this is a positive step for LGBT people who live and work in greater Easterhouse.”

Colin added: “EHRA is an alliance of eight independent, community based social housing providers working across greater Easterhouse. The members are Calvay, Blairtummock, Gardeen, Easthall Park, Wellhouse, Provanhall, Lochfield Park and Ruchazie.

“We have been working together since 1991 and EHRA management committee is comprised of people who live in the local area and have a strong commitment to ensuring that the social housing providers are working together in the best interests of Easterhouse, Barlanark and Ruchazie.

“Across the partners, there are 90 EHRA Committee members who are elected from a membership of 1,710 members, managing 4,533 rented homes. We support inclusive, safe communities.”

Wellhouse Housing Association works with contractor to deliver employment opportunities

Young adults from the Easterhouse area of Glasgow have been given more employment opportunities thanks to a partnership between **Wellhouse Housing Association** and **Saltire Facilities Management Ltd.**

A national provider of central heating and electrical services, Saltire won a tender exercise to become the gas engineers and servicing firm for Wellhouse in April and almost immediately promoted local employment initiatives.

A recruitment programme, supported by Wellhouse Housing Association, was run throughout the summer. Apprentice **Adam Robertson** from Wellhouse started work with Saltire in August.

Maureen Morris, chair of Wellhouse Housing Association, said: “We are absolutely delighted that we have worked with our new contractor in a positive and constructive manner to bring opportunities to young people in Wellhouse and wish Adam the best of luck with his new venture.”

John Reynolds, managing director of Saltire, said: “Saltire are delighted to be working with Wellhouse Housing Association. We see this opportunity more as a partnership and are delighted that we have recruited a Gas Engineering Apprentice from within the local community. We seek to create opportunities and integrate our workforce where practical within the community as we believe in knowing our customer and delivering a first class service is of paramount importance to everyone within Wellhouse.”

John added: “Saltire also offer discounted rates to any private homeowners for heating contracts or home emergency repairs situated within the Wellhouse Housing Association areas.”

Apprentice Adam Robertson said: “I’m really enjoying it and realise that this is a great opportunity that Saltire have given me and I am looking forward to the next 3 years of the apprenticeship and beyond.”

Apprentice Adam Robertson with John Reynolds, MD of Saltire, David Grabiec and Maureen Morris, Chair of Wellhouse



EHRA Community Conference September 2018



Alasdair McKinley (Scottish Govt), John McMorow (Director Easthall Park Coop), Eamonn Connolly (Director EVH) and Colin Cameron (Chair of EHRA), Pauline Smith (CEO, CCT)

EHRA welcomed residents to Kelvin College in September with a range of invited guests, including David Linden MP, Alasdair McKinley from the Scottish Government, Robin Tennant from the Poverty Alliance and Pauline Smith from Connect Community Trust to explore a range of issues as they impact on the community and to discuss local democracy.

Want to know more about the local democracy bill? Visit the Scottish Government's website –

<https://beta.gov.scot/publications/nation-ambition-governments-programme-scotland-2017-18/pages/10/>
Want to know more about the poverty alliance? <https://www.povertyalliance.org/>

Want to know more about Connect Community Trust? <http://www.connect-ct.org.uk/>

Want to know more about EHRA? <https://gardeen.org.uk/ehra10/>

WELLHOUSE: A Responsible Employer

We are delighted to announce that **Wellhouse Housing Association** is now an accredited **Living Wage Employer**

What is the Real Living Wage?

The Real Living Wage is the only hourly pay rate based on the true cost of living. It is independently calculated each year based on living costs and accredited employers choose to go further by paying all their staff, including subcontracted staff, a real Living Wage. At the heart of the Living Wage movement is the simple idea that a hard day's work deserves a fair day's pay. In 2016 the government introduced a rise in the minimum wage for over 25s and called this new statutory minimum: The National Living Wage.

But there is still a gap between the amount all employers have to pay by law and the real Living Wage that meets the cost of living. That's why thousands of UK employers have voluntarily committed to going further - because it's fair. The real Living Wage recognises that under 25s have the same living costs as everyone else. There is a London rate reflecting the higher living costs in the capital. The London and UK rates are independently calculated every year and announced during Living Wage Week in November.

Only the real Living Wage is independently calculated each year based on what employees and their families need to live. It is an hourly rate that provides a benchmark for employers that voluntarily choose to ensure their staff earns a wage that meets their cost of living.

On becoming accredited, employers are awarded the Living Wage Employer Mark, a symbol of responsible pay. This mark is a badge of honour.

By displaying the Living Wage Employer Mark, employers can signal to others their commitment to paying a wage that is enough to live on.

Paying the Living Wage is good for business, good for the individual and good for society.



Why should employers pay the Living Wage?

By paying the real Living Wage employers are choosing to ensure their staff can earn a wage which is enough to live on. That basic fairness is at the heart of what the campaign is trying to achieve and why great employers choose to go further than the government minimum.

Many employers also report wider business benefits as a result of investments in staff pay.

The following are some of the findings from independently conducted research on employers who have introduced the Living Wage:

- 80% of employers believe that the Living Wage has enhanced the quality of the work of their staff.
- Improved loyalty and customer service. Fewer complaints.
- Absenteeism down by 25%.
- Improved retention rates and reduced HR costs. PwC found turnover of contractors fell from 4% to 1%. When turnover of contractor staff halved, KPMG saved £75,000 on one contract alone.
- 93% reported they had gained as a business after becoming a real Living Wage employer.
- 86% of employers report that Living Wage accreditation has enhanced their organisation's general reputation as an employer.

BACK COURTS

We have been out and about tidying up new back court areas – removing rubbish, dog fouling, tidying up the grass areas and paths – we aim to do this to all back courts by the end of March. We'd love your feedback please – what else would you like done? What are your priorities?



WELLHOUSE HISTORY PROJECT

Wellhouse Primary

I was a teacher here from around 1978-1988. They had a hard job getting teachers to go to Easterhouse as it was so far away and there were lots of jobs at the time throughout the city. Previously to me joining the school, they used to run a free bus from the west end to the area to take teachers to work. The M8 to the city didn't exist and few teachers had cars. I used to get the bus to work and the day they connected the M8 it took hours to get home. I then got a car which made the journey much easier.

The school had 3 floors of classrooms a large assembly hall with a stage also used as the dinner room plus an infant area on a lower level on the hill below the assembly hall. The staff room had no sink and we had to wash cups etc in the toilet area. There was a huge playground with lots of space for the kids to play unlike the new school builds in Glasgow.

The heating system was



inadequate and frequently on a Monday morning it had not reached 14 degrees. Sometimes the kids had to be sent home as it was too cold. They eventually fitted a new boiler.

I taught Primary 6 and 7 and so was on the top floor with an amazing view over the city. It was a happy place to work. I ran a World Wildlife session at lunchtime to get the children interested in wildlife. There was a small area of trees and grassland just outside the school and

we had a ranger that came out to show the children all the things that existed in a small space.

The children found a stray dog. The Janitor offered it a home but the children were responsible for it. They raised money for food and vet fees and we had a tin in the classroom for odd change after the tuck shop had been round. A couple of children were chosen to go to the vet and witness it getting its jags. The dog would join us in the classroom where

the children sat on a carpet in the library area, reading while the dog lay beside them being cuddled. It stopped the kids from secretly eating as if anyone trying to take out sweets, the dog was straight over begging. Good behaviour was rewarded with being chosen to take the dog for a walk in the playground.

We had a points system to reward good behaviour. Each class could earn points and the winner got a treat. My P7 class won a trip to Edinburgh Zoo.

I think class photographs are great but they stopped doing them and did individual instead. The children in these pictures would be in their SO's now.

I left at Easter in 1988 to take up a new post in Govan. The kids clubbed together and bought me a cotton top. I was really touched. I wonder what they are all doing now?

Heather Bain

I was in Miss Bain's class in both P6 and P7. She was a fantastic teacher, loved by all.
(Stewart McIntosh, Estate Warden Supervisor)

Were you in Ms. Bain's class? Do you want to share your memories? Do you think you are in this photo? – *Let us know!*

A Message From The Allotments Team

NAME THE CANARIES COMPETITION TIME

Hello Wellhouse;

Just a wee update about Pinky and Perky (Canaries) after their escape and the drama of getting them back home in June. Thanks again to all the folks of Wellhouse.

Pinky and Perky are now the proud parents of two healthy chicks and they need names. We believe one is a female and the other a male.

Best wishes; Mij at the Allotments.

ENTRY FORM: NAME PINKY AND PERKY'S WEANS

The winner will receive a £25.00 gift voucher for Morrisons. Go on give it a go!

Chick Number 1: Name:

Chick Number 2: Name:

Your name:

Address:

Telephone Number:



Competition closing date is **Tuesday 30th October 2018 at 4pm**. Please tear off the entry form and return it to Linda Logan at the hub, 49 Wellhouse Crescent, G33 4LA

GOOD LUCK!!!!!!!!!!

Wellhouse's Garden Guru



GARDEN GURU – COMPETITION WINNERS 2018



BEST OVERALL GARDEN:

- 1st Prize – Miss Jacqueline Dempsey
- 2ND Prize – Mr & Mrs Cooper
- 3rd Prize – Mr Morrison

MOST IMPROVED GARDEN:

- 1st Prize – Sandra Granger

BEST OVERALL CONTAINER GARDEN:

- 1st Prize – Miss Stacie McCurry

BEST OVERALL VERANDAH GARDEN:

- 1st Prize - Radka Landova



Full Service - Universal Credit Guide

What is Universal Credit (UC)?

Universal Credit is a new social security benefit for people of working age who are in or out of work. Universal Credit combines means tested support for adults, children & housing costs into one payment.

Any new claim for means tested benefit from **5th December 2018**, will be a claim for Universal Credit.

Universal Credit will replace the following benefits from **5th December 2018**.

- Child Tax Credits
- Working tax credits.
- Housing Benefit
- Income Support
- Income based Jobseeker's Allowance (JSA)
- Income related Employment & Support Allowance.



If you currently receive any of these benefits, you can't claim Universal Credit at the same time.

You may be able to get Universal Credit if you're on a low income or out of work.

You can find out more about Universal Credit by visiting <https://www.gov.uk/universal-credit>

If you require advice on how Universal Credit may affect you, please make an appointment with our Income Advisor, Laura, on 0141 781 1884.

Laura has written a detailed guide available NOW on our website.

Wellhouse: the Place to Be



wellhouse
Housing Association

Trust Honesty Integrity Excellence Accountability Sustainability

How to contact us

We are open in the hub daily from 9am

We close at 5pm Monday to Thursday and at 4.30pm on Fridays

Call us on 0141 781 1884.

Email us direct, e.g. Pat@wellhouseha.org.uk if you know who you want to contact, or info@wellhouseha.org.uk

TRUST • HONESTY • INTEGRITY • EXCELLENCE • ACCOUNTABILITY • SUSTAINABILITY

Wellhouse: the Place to Be
wellhouse
Housing Association

49 Wellhouse Crescent, Glasgow G33 4LA
(office hours) Tel: **0141 781 1884**
Emergency **0800 595 595** Fax: **0141 781 1885**
www.wellhouseha.org.uk



Scottish Charity No. SC036552



Wellhouse Housing Association has the following registrations: Scottish Charity – SC036552 • Scottish Housing Regulator – HAC281 • Co-op & Community Benefits Societies – 2469R (S) • Property Factors – PF000109 • Financial Conduct Authority - 2469R (S).
Registered office: The Hub, 49 Wellhouse Crescent, Easterhouse, Glasgow, G33 4LA.