

Community Benefits, Cleaning Scotland Ltd

Providing benefits to the community is of the utmost importance to Cleaning Scotland which is an SME that re-located to the East End of Glasgow at the beginning of 2017. This is an area which has been and still is undergoing a huge regeneration both physically and socially and providing community benefits is something that features predominantly in the company's business plan.

Not only is Cleaning Scotland committed to equal opportunities for all, the company actively supports opportunities for the disadvantaged and disabled and indeed is a Disability Confident employer. The company regularly works with and recruits from organisations such as Remploy and the Wise group and provides extra support both in terms of training and long-term support throughout their career. Candidates have the opportunity to take part in training via an audio delivery system if there is a problem using a computer, or those with hearing difficulties can also be provided with subtitles on a visual delivery system.

A large number of our employees are from the East End as we actively target recruitment from the local area. The company not only trains its staff in topics that are required for their jobs – cleaning principles, manual handling etc. but we also offer numerous vocational courses which can help both with personal development and their careers. These free courses include topics such as customer care, equality and diversity, digital promotions, nutrition and health and mental health awareness.

We also support the local economy by purchasing as much as we can locally, from uniforms to stationery, printing services, cleaning chemicals and all our office furniture to name a few examples.

Environmental concerns are also top of the list of concerns for Cleaning Scotland and features as a major section in the company's business plan. The company is ISO 14001:2004 accredited and our aims for 2017 include monitoring energy usage with the objective of reducing wastage – for example ensuring that all office windows have blinds to reduce the amount of energy used and ensure the heating is efficiently used, for example, use of timers and ensuring it is off at the weekends when staff are rarely in the office. The monitoring of the need to print and reducing colour printing and printing on both sides where possible has led to a huge drop in printing costs and reduced the use of paper.

The company also aims to reduce our carbon footprint by reducing the amount of electricity used and using trains instead of cars for longer journeys. Fuel usage is monitored and the company has arranged for Fuelgood Driver Training (run by the Energy Savings Trust) – to be conducted initially with all management and mobile drivers. The benefit of this is the reduction of fuel consumption

and carbon emissions; reduced risk of accidents while driving; lower vehicle wear and tear on tyres, brakes and clutches and the opportunity to demonstrate our commitment to the environment.

All company vehicles are fitted with trackers which allow us to monitor locations, speed, CO2 emissions etc. We always aim to appoint cleaners who live very close to units so that there is as little travel involved as possible. Lastly the company is currently considering the use of limiters in company vehicles.

Aspiring to zero waste to landfill is another company aim. To achieve this we have made provision for more recycling. We have added a further recycling depository in head office and the organisation also aims to recycle more items such as uniforms and old IT equipment. Company newsletters now always include an item on environmental concerns and what people can do both at work and a home.

The company regularly supports charity events in aid of Global's Make Some Noise, a national charity that helps disadvantaged children and young people; Nordoff Robbins; Crohn's and Colitis and DEBRA (for people whose skin does not work). We actively encourage our staff to become involved with local charities for example, one of our mobile cleaners volunteers to help local homeless people.

Cleaning Scotland's head office is fully accessible for those with physical disability issues. There are ramps for easy entry and a lift to all floors. We have office space on the ground floor if anyone has an issue coming to the first floor.