



CITY BUILDING



Jamie Hepburn, MSP, Minister for Higher Education and Further Education, Youth Employment and Training; and Bernadette Hewitt, Chair, City Building (Glasgow) LLP outside City Building's new build college.

City Building is a highly successful and evolving business which has a proven track record of strategic delivery within the commercial marketplace.

City Building is comprised of two organisations –

- City Building (Glasgow) LLP (CBG) operates within a joint 50/50 ownership arrangement between Glasgow City Council (GCC) Wheatley Housing Group (WHG).
- City Building (Contracts) LLP (CBC) is wholly owned Arms Length External Organisation (ALEO) of Glasgow City Council (GCC).



Artists Impression, City Building's New Build College

City Building has more than 2,000 staff and is Scotland's largest employer of apprentices with around 200 apprentices on its books.

Building a Sustainable Future

City Building's Manufacturing Division, Royal Strathclyde Blindcraft Industries (RSBi), is Europe's largest supported employer and one of the UK's most successful social enterprises.

Based in a specially adapted factory in the Springburn area of Glasgow, more than half of RSBi's 250 staff have a disability. The workforce includes people with sight and hearing loss, wheelchair users, veterans with PTSD and individuals with additional learning needs.

Our award winning training college is the most successful apprentice training centre in Scotland. We are the industry's largest employer of female craft trade apprentices and have one of the highest pass-out rates for apprentices at 94% compared to an industry average of 75%.

City Building recently celebrated being the first construction firm in Scotland, to achieve the Investor in Young People (IYP) Platinum accreditation.

The new Platinum award is the highest level that can be attained within the acclaimed (IYP) training and development framework. It was launched to encourage employers to prioritise areas including mental health, financial wellbeing, fair work practices and meta skills.

We also received The Queen's Award for Enterprise 2021: Promoting Opportunity which celebrates outstanding achievements from organisations across the UK and is recognised as the most prestigious award any business can win. This is the third Queen's Award for Enterprise we have won, having previously been granted the Sustainable Development Award in both 2018 and 2012. With the award, City Building has become just one of 18 companies to be recognised in 2021.

Our exemplar Equality, Diversity and Inclusion practices continue our leadership in this area within the construction sector. We are the industry's largest employer of female craft apprentices in Scotland. Our 2021 apprentice recruitment programme resulted in 16% of our new apprentices being female, 8% BAME and 4% Care Leavers.

This year's Construction News' analysis of the 100 biggest construction companies by turnover reveals that the median gender pay gap has increased to 32%. As one of those Companies, we sit currently as one of the lowest gaps at 3.5%, however this has slightly increased.



Bespoke Fitted wardrobes manufactured by RSBi



Reception area designed & manufactured by RSBi



Office Furniture & Lockers designed and manufactured by RSBi



New Build, North Kelvinside Primary School, Glasgow



New Build Housing, Dumfries and Galloway



New Build Care Home and Daycare Unit, Glasgow

We employ one in eight construction workers in Glasgow and therefore compete to recruit the best. We recruit 60 craft apprentices annually and to build diversity we work through our “Construction for All” strategy, where we take a unique approach because we believe opportunities for training and an apprenticeship are life changing.

We also offer training and employment opportunities for 35 young people with disabilities who attend Additional Supported Learning Schools annually. Through work experience in our supported manufacturing factory Royal Strathclyde Blindcraft Industries (RSBi), they achieve training to SVQ levels 1 and 2 in furniture manufacturing.

External independent validation of performance is central to a culture of continuous improvement. This independent scrutiny by many bodies can at times be infinite, nevertheless it provides us with demonstrable feedback on the effectiveness and success of our workforce.

- The Queen’s Award for Enterprise 2021: Promoting Opportunity
- Investors in Young People Platinum
- ASCP Safety and Compliance Gas Contractor of the Year 2021
- Retained MOD ERS Gold Award
- ARCA (Asbestos removal contractors Association) Gold
- NFRC (National Federation of Roofing Contractors) Gold



Community Benefits, Engagement and Involvement



31

Local Communities
Benefiting

£50,947

Contributed to local charities



98%

of requests for support
approved

1550

Hours of volunteering
donated



For more details on our range of products and services please call:
Lesley Quinn, Divisional Director Corporate Affairs on 0141 287 2287
or email: lesley.quinn@citybuildingglasgow.co.uk or
visit: www.citybuildingglasgow.co.uk