



Thank you for your interest in the work of Glasgow YWCA. Below is information that may assist you in deciding to apply for a position in the organisation.

The YWCA is the longest established international organisation for women, which has worked over many years to promote the position of women in society. Founded by Christian women, our roots lie equally in feminism and in faith. We respect our heritage and embrace the multicultural society in which we live. This is reflected in the cultural, racial, spiritual and ethnic diversity of our staff, trustees, supporters and the young women with whom we work. The values which underpin our work are shared by people of different faiths, cultural backgrounds and philosophies.

Glasgow YWCA, founded in 1874, has continued in our mission to respond to the needs of people in Glasgow. In planning activities and services we are mindful that everything we seek to achieve can only be done through the dedication and enthusiasm of the individuals involved.

The work of Glasgow YWCA addresses gender imbalance and aims to overcome barriers to participation, particularly with regard to good quality accessible childcare when required. It also tackles defined skills gaps by providing wide ranging learning opportunities for women. It ultimately provides women with the skills, qualifications and confidence to re-engage with formal education and to progress on to the labour market.

Furthermore, participation in activities and programmes within the Family Learning Centre enables women and their families to become active members of the community, thereby overcoming social isolation. In addition, provision of good quality childcare enables children to develop in a safe and secure environment offering them access to developmental and social opportunities that might otherwise be denied them.

Over the course of its history Glasgow YWCA has demonstrated its ability to adapt and respond to the needs of service users and to the demand of the external environment. The organisation provides a safe, comfortable environment where service users feel valued and are encouraged to grow and develop.

Underpinning all of our work are our Mission, Vision and Values

Mission Statement

Glasgow YWCA enables women, particularly those under 30, to develop their full potential and to participate at all levels of society worldwide. We provide education, training services and supported volunteering opportunities to women in order to raise awareness of, and challenge the causes of, social, economic and political exclusion in society.

Childcare Services Mission statement

Our aim is to provide a top quality service in a safe, happy and comfortable environment placing clear emphasis on the social and educational welfare of each child as an individual.

Vision Statement

Our vision is that women achieve their potential, particularly in relation to their educational and vocational aspirations, through the provision of services that are accessible, inclusive and respectful of their stated needs.

Values Statement

We are an inclusive organisation, welcoming women of all cultures, faiths and backgrounds. We provide equal access to our services for all women.

Glasgow YWCA is a citywide organisation with a Family Learning Centre in the Charing Cross area of the city

The Family Learning Centre

The Family Learning Centres current programme includes Adult Literary and Numeracy courses, ICT courses (short taster sessions and certificated courses), ESOL provision, Family Learning (storytelling, practical parenting), College and Progression Studies Course, A variety of Lifelong Learning classes, Awareness raising events, cultural celebrations and social activities, Volunteering opportunities and Pre-Five Childcare. The Centre currently runs classes Monday- Friday 9.30-3pm, with additional classes on Thursday evenings

We provide education, training services and supported volunteering opportunities to mainly, but not exclusively, women in order to raise awareness of, and challenge the causes of, social, economic and political exclusion in society. In 2007-2008 14% of our 323 learners were men attending mainly English as a second of other language and/or ICT courses. From 2003- 2006 we had approximately 200 learners per year. From March 07- April 08 there were 323 learners accessing our range of courses. In 2005 46% of our 200 learners were from minority ethnic groups by April 08 this had risen to 79%. Also in 2005, 90% of our learners were women, many with dependent children; by April 08 this figure has dropped to 86% largely due to insufficient crèche funding. Of the 279 women participating in courses 105 were under 30 years old.

The Crèche

Based on site in the Family Learning Centre the crèche provides childcare for parents and carers using the services of the Centre. The crèche works effectively with children by applying national care standards as set out by the Scottish Executive and the Care Commission.

As outlined in our Business Plan (2007-10), our projects and services are organised to build the capacity of people to realise our vision around the themes of:

Developing Potential – We will widen access to courses in a way that reflects our values, supports our mission, and incorporates opportunities for improvement in literacy and numeracy as a cross cutting theme. We will pursue opportunities to

reach out to people in communities as well as delivering courses in the Family Learning Centre

Supporting Families – We will provide on-site childcare for our learners, a limited number of short-term crèche places and After School services striving always to meet Care Commission requirements. We will pursue opportunities for intergenerational learning and promoting positive behaviour.

Capacity Building – We recognise that in order to support our service users, we need to be an efficient and effective organisation. We will take steps to improve our Governance, manage our resources and develop our staff.

Inclusion – We will incorporate National Standards across all of our services and will collect and utilise information from our monitoring and evaluation systems. We will strive to ensure our Governance and access to service provision reflects our Values Statement and delivers best practice.

After School Care Services

Glasgow YWCA also operates three After School Care (ASC) clubs at Kelvindale, Garnetbank and Anderston Primary Schools. The organisation delivers a quality service to service users that is regulated by the Care Commission and works within the National Care Standards so operating within guidelines and policies set down by Glasgow City Council. The ASK clubs work in partnership with parents and children to provide a fun, stimulating environment, where individual and group needs are catered for through verbal and written evaluations, newsletters, and information evenings. Activities within venues include organised physical, imaginative and creative play with opportunity given for free play, child led and adult led projects. In addition, staff are given the opportunity for self-development through staff meetings, in-house training and personal appraisals.

Although we are an independent organisation we aim to work closely with our sister organisations. For more information on our work locally, nationally and internationally

www.ywcaglasgow.org

www.ywcascotland.org

www.worldywca.org

Please also find enclosed a current programme of courses at the Family Learning Centre