



GROUNDWORK

Cheshire, Lancashire & Merseyside

» RECRUITMENT PACK 2022

JOIN OUR TEAM

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www.groundwork.org.uk



ABOUT US

We have been at the forefront of social and environmental regeneration in Cheshire, Lancashire and Merseyside for nearly 40 years.

OUR MISSION

We're passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances.

We believe that building more resilient local communities is vital in facing up to the challenges of a globalised economy and a changing climate.

We know that the negative effects of climate change and environmental breakdown impact first and worst on those who have the least power in society, and who contribute least to the cause of the crisis.

A 'just transition' to net-zero carbon emissions must tackle, rather than entrench, this inequality and provide a springboard for better work and healthier, happier lives in the places that need it most.

This means creating green jobs that build wealth in local communities, changing behaviour to reduce wasted food, energy and water, providing biodiverse, accessible green spaces and empowering communities to lead activities that improve their quality of life and promote health and wellbeing.



>> OUR VALUES

PROFESSIONAL

We are professional in our performance

- hardworking, efficient & effective
- ensuring all of our resources are used to maximise the impact of our work

LEADERSHIP

We provide leadership and positive energy focused on helping communities to develop solutions.

INTEGRITY

We demonstrate the highest levels of integrity within our work

- striving to build genuine partnerships that are committed to places for the long term.

MAKING AN IMPACT

We are driven to make a difference to our communities

- we effect genuine change and we can demonstrate the impact of our work.

COMPASSION

We take a person-centred approach that delivers compassionate support to those members of our community in need of our help.

KNOWLEDGE

We are knowledgeable in our field of expertise and use our creativity to develop new and innovative approaches to tackling difficult community problems.



THE CHANGE WE DELIVER

We deliver our mission by focusing on three aims:

> **Creating better places**

-by making communities greener, safer and healthier and by enabling people to work together to bring about change in their local area;

> **Improving people's prospects**

-by increasing the confidence, skills, wellbeing and employability of those struggling in education or out of work;

> **Promoting greener choices**

– by helping people and businesses reduce their environmental impact, improve their health, cut waste and save money.



»» OUR IMPACT 2021 / 22



65

PROJECTS
DELIVERED



100

COMMUNITY
ORGANISATIONS
SUPPORTED



20

PUBLIC
SPACES
IMPROVED



42,450

M² AREA
OF LAND
IMPROVED



409,749

M² OF LAND
ACTIVELY
MANAGED



571

YOUNG
PEOPLE
SUPPORTED TO
LEARN & ACHIEVE



700+

GREEN
DOCTOR
VISITS



£97k

HOUSEHOLD
SAVINGS VIA
GREEN
DOCTOR



700+

VOLUNTEERS
INVOLVED



1,440

BUSINESSES
SUPPORTED
ACROSS
6 BIDs



2M


CARBON
EMISSION
REDUCTIONS
(BUSINESSES)





£170k


BUSINESS
ENERGY
EFFICIENCY
SAVINGS


WHY WORK FOR US?


 **A STRONG VALUES DRIVEN CULTURE**
Groundwork is all about changing places and changing lives. Your role gives you the chance to make makes a real difference to individuals and communities - every day.


 **A WELCOMING ENVIRONMENT**
We pride ourselves on creating a welcoming and inclusive working environment. We deliver projects across Cheshire, Lancashire & Merseyside but stay connected through 1 to 1s, monthly team meetings, Learning Lunches, Team Days, volunteering and employee awards.

 **FLEXIBLE WORK OPTIONS**
Where possible we allow employees to have flexibility in their hours of work. Our flexible workplace arrangements means you can work from any of our offices in Wigan, Northwich or Blackpool, or from home if agreed with your Line Manager.

 **LENGTH OF SERVICE**
We value the loyalty of our employees and offer additional holidays in line with length of service. This means that full time employees receive between 25 and 30 days holiday per year, plus public holidays.

 **A SUPPORTIVE WORK CULTURE**
Our management culture and team orientated environment is consistently recognised by our staff as outstanding. Every employee has regular 1 to 1s, development reviews and access to in-house and external training courses. Fortnightly news updates are sent directly to all staff and this is supported by monthly team meetings and Learning Lunch sessions

 **ACCESS TO EMPLOYEE ASSISTANCE PROGRAMME**
Our employees, and members of their immediate family living at the same address, have access to a confidential telephone service offering free counselling and advice on a range of personal and family matters.

 **COMPANY PENSION SCHEME**
Groundwork offer a contributory pension scheme of 3% to ensure our staff are planning for their future.

> GROUNDWORK CLM - IN ACTION

I'M BACK AT WORK - AFTER 21 YEARS

We helped Angela get back to work after 21 years as a fulltime mum. She'd was concerned that her lack of recent work experience would hold her back. But with support from a mentor, Angela began volunteering, did some training and rebuilt her confidence. She's got a job at a local school and loves her new found sense of independence.



FROM DERELICT TO DELICIOUS

A concrete wasteland previously plagued by anti-social behaviour, has been transformed into a thriving community hub. Grow Speke in Liverpool now hosts a community garden, education and training activities and health & wellbeing sessions. Much of the fresh food grown on site is donated to local community groups.



WEST CHESTER SAYS 'YES' TO BID

The West Chester Commercial Business Improvement District (BID) will continue for a second term after the majority of members delivered a yes vote in a ballot. The BID, managed by Groundwork, will provide added investment of over £500k over the next 5 years to further enhance the business park.



ECO ACTION DAYS

We regularly host events for communities to take social action to improve and protect their local environment. Examples include, litterpicking sessions, river clean ups and conservation days. We also run volunteering programmes where people can get involved in making local green and blue spaces, safer and more accessible for people and wildlife.



GROUNDWORK WAS JUST THE JOB

Nidal struggled to find a suitable role after he left University. He joined Groundwork via the government funded Kickstart scheme. It gave him a chance to gain the valuable workplace experience he needed to secure the type of permanent job role he wanted, as an Environmental Monitoring Technician.



VOLUNTEERING SAVED MY LIFE

Following his divorce, Phil became depressed increasingly isolated. He contemplated suicide. A friend suggested volunteering at Rivington Terraced Gardens as a way of spending time in nature and meeting new people. He says that it got him out of the house, rebuilt his confidence and saved his life.



>> JOIN US: *MAKE A DIFFERENCE*

Thank you for showing an interest in working with us at Groundwork.

We're extremely proud of the breadth of services we deliver across Cheshire, Lancashire and Merseyside and the impact that we have on communities and people's lives.

Our people are the key to our success.

Naturally, we welcome applications from individuals as diverse as the communities we work with across the region.

I hope this insight into Groundwork makes you excited to work with us.

We'd be delighted to hear from you.

**Andrew Darron,
Executive Director,
Groundwork CLM.**



>> OUR FEDERATION

Groundwork CLM is part of a federation 12 trusts mobilising practical community action on poverty and the environment across the UK.

Groundwork harnesses the passion, skills and experience of more than 1,200 employees and around 100 volunteer trustees across the UK. In 2021/22, the Groundwork federation delivered projects and programmes to a value of some £78 million involving and benefiting more than 1.8 million people.

Groundwork UK is the central body of Groundwork, responsible for the brand, systems and agreements that hold the federation together. They add value to Groundwork's local activities by building the organisation's profile, developing relationships with national partners, funders and commissioners, unlocking resources and managing programmes and contracts delivered by Groundwork Trusts and others.

Groundwork UK act as the federation's national voice in the outside world and help all parts of Groundwork gain the benefits of being in a federation by providing opportunities to collaborate, share skills and learn from good practice.



1100+
EMPLOYEES



£78M
OF PROJECTS
DELIVERED



1.8M
PEOPLE INVOLVED
AND BENEFITTING



315k
VOLUNTEER HOURS
MOBILISED

Green Community Hubs: Northern Network

What is a Green Community Hub?

Green community hubs are natural spaces that are activated as a base for community activities and networks. They might be community gardens, parks, nature reserves, or a small pocket of land on a housing estate. Green community hubs form part of the social infrastructure of a neighbourhood – the places and spaces that enable social connections to flourish. Activities delivered at green community hubs will vary based on the assets within each community but could include volunteer development, education programmes, physical activity programmes or biodiversity and conservation projects.

Why are they important?

One of the key pieces of learning from Groundwork's new report [From the Ground Up: Empowering Communities through Environmental Action](#) is the importance of 'hubs' in community development. Having a physical space as a base for a range of activities allows the benefits to be sustained and for people to build networks of trust in a place that is safe and familiar.

At Groundwork, we believe that green community hubs should be at the heart of the government's forthcoming *Communities and Relationships* strategy, as it looks for ways to 'level up' neighbourhoods across the UK. We are experienced in co-designing these spaces with communities and have a wealth of experience in running successful green community hubs, seeing first-hand the life changing impact they can have on individuals.



What our programme will deliver

Green Community Hubs: Northern Network focuses on stimulating the growth of hubs across the North of England. With a team of staff based across the region, we will provide support to a range of organisations to plan, build and expand green community hubs throughout the North.

Learning from the Northern phase of the programme will be used to influence national policy around investment in these spaces. Our long-term plan is to expand this network beyond the North of England and to work with partners on creating Green Community Hubs in every neighbourhood across the country.

The Impact Green Community hubs can have

After years of living with severe depression, Tom is finally starting to feel better about himself and life in general. He puts it all down to volunteering at a local community garden. <https://www.youtube.com/watch?v=hrYbulurG94>



For Colin, volunteering at his local community garden has not only benefitted his mental health, but completely transformed his life.

When I heard about Grow Speke it felt like an opportunity to get involved in a project where I could be involved in nature and become less isolated. That said, it took me a couple of months to summon up enough courage to approach someone on the site to find out more. That probably says a lot about how low I felt at this point.

As my confidence grew I really enjoyed being part of the Grow Speke team, meeting new people and making new friends. I began helping to run outdoor gardening sessions for local school children, marshalling events and delivering craft workshops. I was also introduced to our local MP and the Metro Mayor, showing them around the site and talking about how the project has helped me and many others.

Groundwork
Cheshire, Lancashire and Merseyside.

