



R:EVOLVE
RECYCLE
revolve-recycle.co.uk

Impact Report

2023-2024

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Contact Data and Information

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The LEAP Enterprise SCIO
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Section 4 Introduction



Welcome to our first annual impact report

**Wendy Chambers, Head of
Growth & Sustainability**

Although R:evolve Recycle has been around for nine years, this is our first official impact report since merging into our new charity The Leap Enterprise in April 2023, and what a year it has been.

With the help of the staff, board and management at LEAP we were able to transfer R:evolve Recycle and the Community Hub, across to the new charity without too many issues. With all Governance and banking in place, staff transferred across, and new policies, procedures and systems developed, it's amazing what we managed to turn around in a year.

The decision to break away from LEAP was always going to be tough, however as you will read in this report this made great business sense for R:evolve Recycle, allowing us to reach new markets and better suit the needs of our customers and volunteers.

We will forever be grateful to LEAP for enabling us to develop the R:evolve Recycle project, and continuing to support us along our journey in becoming an independent charity. Through intuitive thinking, a deep knowledge of the sector and an unwavering belief in R:evolve Recycle, the board and management at LEAP loved us enough, to let us go.

As our parent charity, at least until this toddler learns to walk... we hope we have made you proud!

Our Mission

Our mission is to reduce fast fashion and consumer waste by creating local solutions to the global climate crisis; seeing the value in what we already have and sharing it with our community.

Our Impact

Our community is engaged in sustainable place-based solutions to tackle climate change together.

We Value

- People – we provide opportunities to learn and grow, live and thrive.
- Place – we improve our communities by co-designing services and upgrading spaces.
- Planet – we love where we live, and we live to improve it.

Our Concern

People - Cambuslang and Rutherglen are areas of high deprivation and unemployment, detrimentally affecting its people, who lack access to essential goods, and opportunities for meaningful connection and employment.

Place - Cambuslang and Rutherglen has a lack of retail choice within the high street compared to more affluent areas. This has an impact on the local economy as well as a low public perception of the area.

Planet - The UK is the highest consumer of clothing in Europe yet around 350,000 tons of textile are thrown into landfill every year. There is a lack of awareness, understanding or solutions for consumers.

Products and Services



Swap Shop – Rutherglen shop is currently open four days per week and pop-up events throughout the year. Clothing bank for people in crisis or poverty. Hamilton shop closed in May 2023 due to reduced footfall in the town centre.



Roots Café – Open five days per week offering a range of workshops and educational opportunities hosted by R:evolve Recycle as well as a wide range of service providers.



Wee Jinty's Haberdashery – Preloved materials for textile projects situated in both stores as well as pop up events. Also offering a range of in-house and outreach textile mending and up-cycling workshops.



Thrift + Gift – Cambuslang shop open five days per week and discounted outlet available in Rutherglen Store.



**This is our story
of 2023/24...
we hope you enjoy it!**

**Nicola Brew, Data and
Finance Administration**

Data Gathering

R:evolve is such a dynamic and fast paced project, that it's crucial we are organised and able to react quickly to events and opportunities around us, in addition to enabling the smooth day to day operation of the shops, classes and workshops.

The data we collect creates an invaluable database which we use to demonstrate how our funds are used and illustrate the impact that R:evolve makes by being a part of the local community.

Our data tells our story: understanding what our customers want, the impact we are making on reducing fast fashion and consumer waste, and planning for an exciting and sustainable future.

This is our story of 2023/24... we hope you enjoy it!

Top three reasons why people shop and swap at R:evolve Recycle

- You love our concept.
- The warm welcome you receive.
- We save you... money, waste, carbon footprint, time.





Section 2

People



People are simply the lifeblood of R:evolve Recycle

Mel Robinson
Heap of People and Operations

From our incredible volunteers to our inspiring staff team, our customers and community partners-each one plays such an important role in the project.

Our staff team is a blend of compassion, kindness, productivity, and a passion for the ethos of R:evolve. Led by a visionary leader who prioritizes the well-being of the whole team, creating a motivated, and supported environment. Each member of the team brings their own strengths and skills set that contribute to a cohesive, confident and dynamic team.

We offer a person-centred approach for both volunteer recruitment and individual support. We aspire to really get to know volunteers individually, and identifying their skills, hopes and dreams to help them reach their potential within their volunteering role, and in life outwith R:evolve.

Our customers have access to good quality clothing for all their family, either for free in our swap shop or at fair prices in our thrift shop, breaking down financial barriers. We offer opportunities for them to be involved in all aspects of the project, from attending community events, signposting support and even becoming volunteers themselves.

Working with other like-minded, grassroots organisations who play vital roles within our community. Collaborative projects and partnerships to increase awareness, fundraising, growth and innovation.





85 individuals volunteered in total



37 new volunteers



8 male



73 female



Aged from 12-82



7295 volunteer hours

46% of volunteers looking for work gain employment/further education within one year of volunteering



we are a small staff team of seven women behind an army of dynamic volunteers!

Nicole Abbate
People Connector

Volunteers

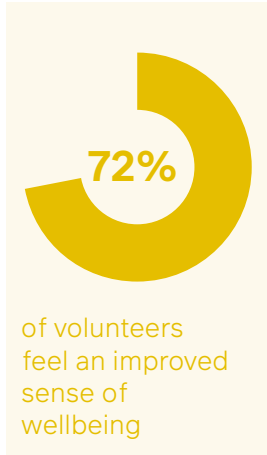
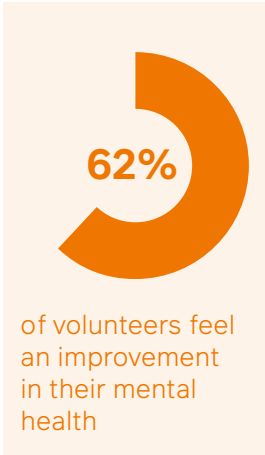
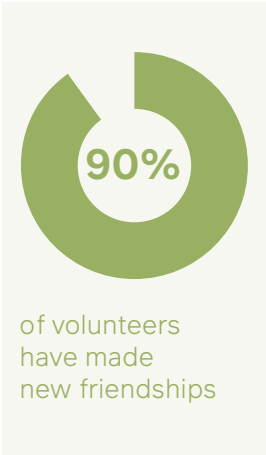
The best way to describe R:evolve - we are a small staff team of seven women behind an army of dynamic volunteers!

R:evolve Recycle is a project that is in essence run by volunteers, everything that we accomplish here happens because of them. We are so privileged to have such creative and loyal individuals to always keep the project humble on its journey, while encouraging us to reach for the stars - somehow all in the same breath.

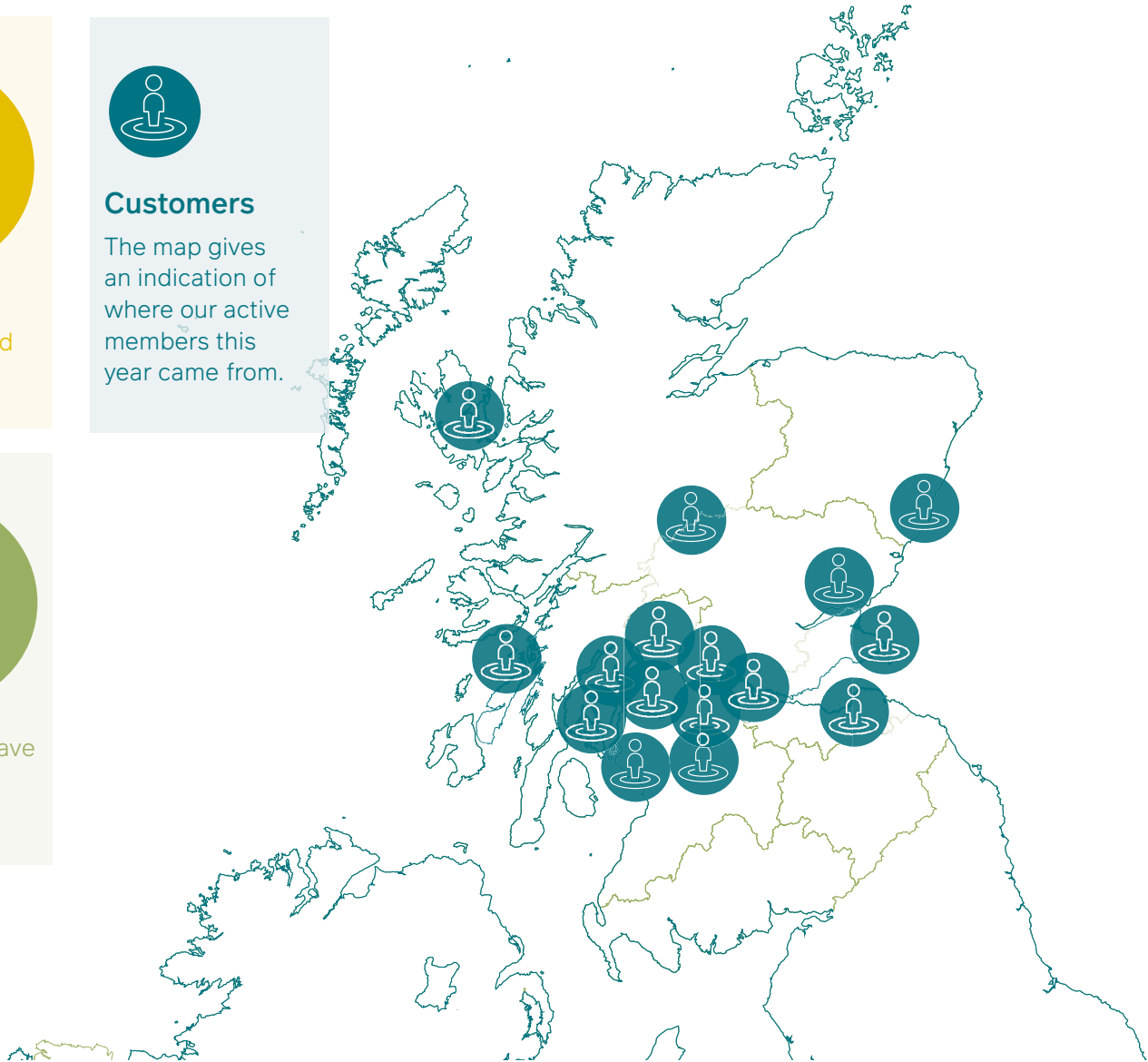
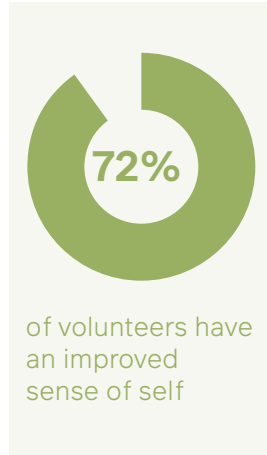
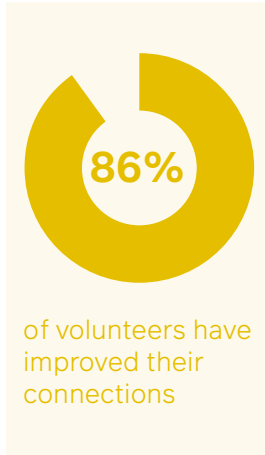
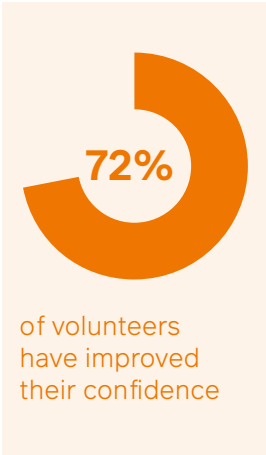
It is as unique a project as there is, because no two volunteers are alike, we are a team of unique beings who collectively create a welcoming, relatable atmosphere for the community.

Our volunteers dedicate their time and effort in many ways, and we encourage each individual to be their complete authentic selves, so often their contributions reflect their own skills and interests, and this is a huge part of why our project does what it does so well.

Volunteer survey results



Customers
The map gives an indication of where our active members this year came from.



Customer Insights

1669 Active members this year

8815 Total swap shop members



Male	15%
Female	81%
Other	4%

1725 New members this year

9155 Number of swaps



Age range	
0-16	3%
16-25	9%
26-64	49%
65+	20%

6689 Number of sales

“Possibly the best thrift and gift shop I have ever visited. The range of handmade and natural products is amazing. A range of clothing and always a friendly welcome. For anyone looking for an unusual gift, natural products or even just a chat, then this is the place to visit. Good parking and disabled friendly.” – Mark Lees

 **6400** Facebook followers

 **1774** Instagram followers

 **1432** Tik Tok followers

 **5** Google stars

Customer Feedback

“Amazing little find. The staff are very friendly and helpful. Must say the cleanest charity shop I have ever been in. Great bargains and for a great cause”
Gavin McGlashan

“Brilliant concept. I took a bag of clothes that I no longer wear and swapped them for some that I will without spending a fortune and a lot more environmentally friendly than buying fast fashion. Fabulous haberdashery section too. Definitely worth a visit!” Caroline Craig

“Love this shop and the idea behind it! Took some stuff I knew I would never wear again and in return got a few things I actually wanted and needed :-] The bonus is I didn't have to spend any money! Lovely volunteers as well, make you feel very welcome and are knowledgeable about the effect of textile waste on our planet!” Han Kat



80% of R:evolve staff were volunteers first

44% of customers stated that R:evolve had improved their quality of life

“This is an excellent concept!!! No money required to completely revamp your wardrobe, great selection of clothes which are switched out regularly depending on the season and current trends. About 80% of my wardrobe is from here!!! Staff are so helpful and kind, it’s just a great shopping experience all round! <3” – KC

“Please never stop this project, it is such a valuable part of the community and has benefited more people than you know. Thank you!!!”

– Customer Survey



Section
3
Place



One of our primary goals is to inspire the younger generation to shop sustainably.

**Lisa O'Hara,
Head of Creative Direction**

Place is important to us as we infuse every location, venue, and space with our unique R:evolve vibe. Our clever visual merchandising makes these spaces appealing and educational, showcasing the beauty and potential of second-hand materials. We prioritise creativity and innovation, crafting vibrant environments that draw people in and encourage sustainable practices. With repurposed wallpapers and décor, we create spaces that are stylish and eco-friendly.

One of our primary goals is to inspire the younger generation to shop sustainably. To achieve this, we make sustainability visually appealing and relatable by tapping into the current trends.

Our younger volunteers play a crucial role in this effort, helping us stay up to date with the latest place-based trends and preferences. Their input ensures that our initiatives resonate with a younger audience, fostering a culture of reuse and sustainability among the next generation.

Through our creative approach and community involvement, R:evolve is breaking down barriers to reuse, making sustainability accessible and exciting for everyone in our community. By creatively engaging people on their patch, we turn passive awareness into active participation, promoting a sustainable lifestyle for all. - Lisa O'Hara, Head of Creative Direction.

Community Engagement

Community is key for a place-based approach to community development. That is why we select venues which sit directly on the main street of our community. Our venues are volunteer led by local people who have a wealth of knowledge about the local area, which add value to our services. Even our pop-up shops are designed to meet the needs of the communities we 'pop-up' in.

Our community shapes our project through our engagement pathway, by offering a wide range of ways that people can be involved in the design of our products and services, from online reviews, instore customer comments book, session evaluations, face to face encounters, to annual customer surveys.

We offer different volunteering opportunities at various levels in the organisation from back shop to board level, so that our community can get involved no matter their ability. These opportunities are proven to make real tangible local employment as 80% of our staff team were volunteers first.



Clyde Gateway

Our Rutherglen swap shop is situated in the heart of the Clyde Gateway community. For this reason Clyde Gateway have supported our project since we started back in 2015. We are proud to be part of Rutherglen and the Clyde Gateway community and we strive to bring our R:evolve vibe to the community, driving customers to the area and improving the local economy.

“To me this project is the highlight in our community. I wish they were more trendy/creative/welcoming places like this happening in the CamGlen area. Keep up the good work!” – Customer Survey

528 Clyde Gateway residents are members

55 New Clyde Gateway residents became members this year

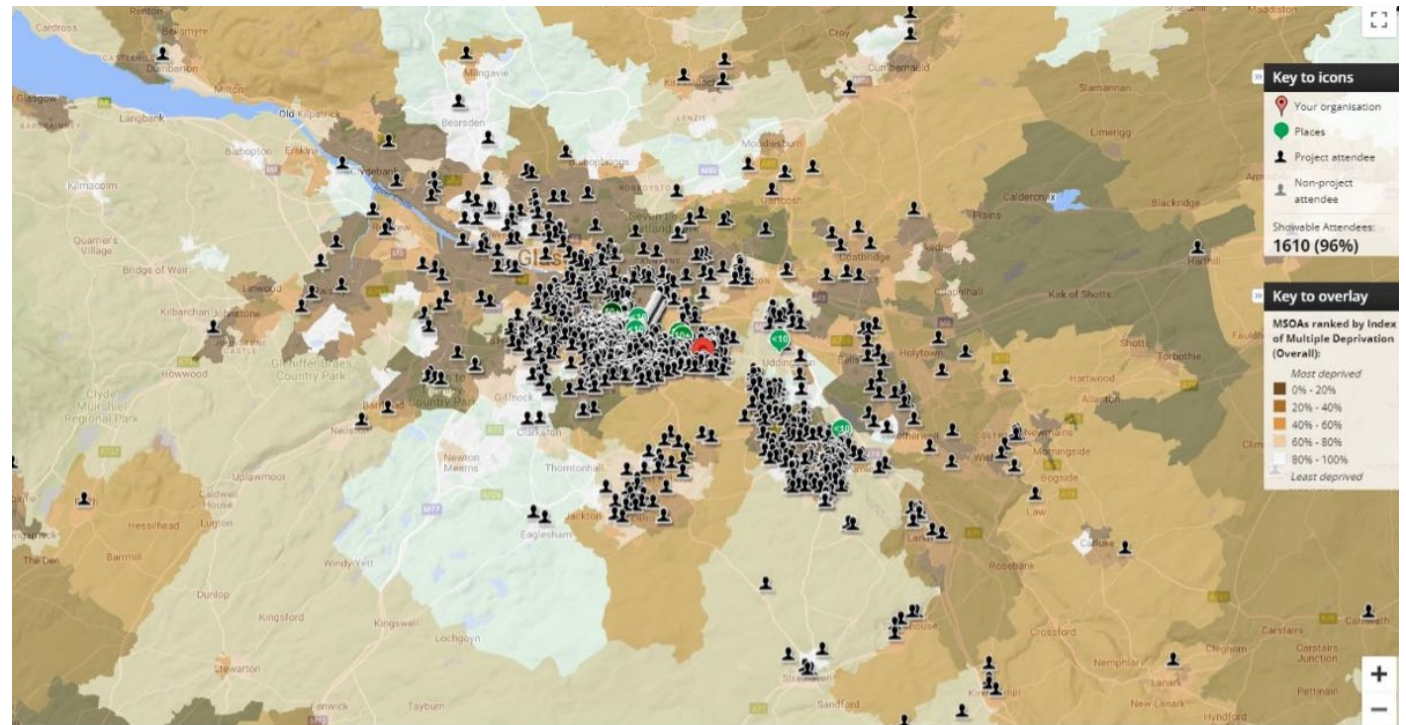
130 Clyde Gateway residents participated in swap or learning sessions

Scottish Index of Multi Deprivation

Our shops cater for people from all walks of life, where people can access and share quality clothing at different entry points to suit their situation, from our clothing bank to our thrift + gift store.

The heat map opposite shows where our customers this year live in accordance with the Scottish Index of Multi Deprivation. This proves that we are supporting communities most in need through a joint effort to share our unwanted items.

- 36% of members live in the most deprived areas (-20% SIMD)
- 60% of customers state that they have seen an improvement in the cost of living due to engagement in the project
- 65% say their household spending on clothes has reduced since becoming a R:evolve customer.
- 62% felt that they need the project more than ever before due to the financial climate.
- 80 individuals and families were supported through the clothing bank this year
- We became a Real Living Wage employer, committed to paying salaries that people actually need to thrive.



“I love the fact people can buy things with points, it keeps kids clothed. I’m in a better place financially than I was when I first met R:evolve and still donate my kids out grown clothes so others can benefit. I like that people aren’t getting ripped off like in some other charity shops.” – Customer Survey



It's a fantastic place to work with a culture that matches the places we serve!

Helen Chambers
Community Connector

R:evolve is a fast-paced working environment and its swap shop features in the heart of such a bustling and diverse community.

It's a very rewarding job, and no two days are the same. You meet so many interesting people, from diverse cultures and walks of life. There is a great sense of community spirit amongst the people who work here and all our amazing customers; "There are other shops in Rutherglen, but nothing as good as R:evolve!"

At R:evolve, you really feel part of a big family whether you volunteer, shop, or take part in activities. It's a fantastic place to work with a culture that matches the places we serve!





The partnership between R:evolve Recycle and Grow73 has helped the community garden develop considerably.

Dave Matthews
Climate Action Officer



The partnership between R:evolve Recycle and Grow73 has helped the community garden develop considerably. This has been done using the space at R:evolve Cambuslang to transform into a garden with the help and knowledge of Grow73. There have been several planters installed in the garden which have been of particular interest to passers-by. These are mannequin legs provided by R:evolve and planted up at by Grow73 at the front of the shop.

There have also been developments in the food growing side of the garden. With the help of Grow73 there have been Seven raised beds installed. This has been great for bringing some new volunteers to R:evolve and an opportunity to teach about food growing, sourcing food and sustainability.

The raised beds at the site are also being used in a wider 'Soil to Slice' project where Grow73 has been overseeing the growing of wheat at several sites including R:evolve and as a community will use this to bake bread and have soup from the garden.

Improving Spaces

This year our focus was to improve the community garden at our hub in Cambuslang. Driven by our partnership with Grow 73 and our fantastic gardening volunteers we finally were able to grow crops this year, including strawberries, tomatoes, beans, marrows, lettuce, pumpkin, wheat and potatoes.

We want this, once derelict, piece of land to be somewhere for the community to sit, relax and unwind, as well as an educational outdoor space to learn how to grow and appreciate nature, which is key to climate action.



Partnerships and Forums

R:evolve are active in a number of local networks and forums as well as having a referrals systems in place with local employment, health, volunteering and statutory bodies for our clothing bank, volunteering and employability services.

In addition, we have partnership agreements with two local organisations and have shared staff, volunteers and access to equipment and resources through these relationships.

Furthermore, we continually advocate for the Cambuslang and Rutherglen area by representing the community at local and national forums, conferences and events as well as enabling staff to sit on local funding and decision-making panels.

R:evolve shops bring trade to 
Rutherglen and Cambuslang towns

 **56%** of members live
outside of G72/G73 areas.

79%  of volunteers feel more
part of their community



Section
4
Planet



Over time fast fashion has grown in popularity, encouraging consumer greed and normalising ‘throw away’ culture.

Marianna Hamilton
People Connector



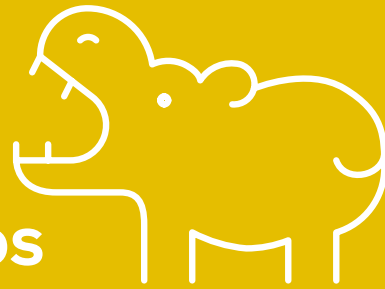
Over time fast fashion has grown in popularity, encouraging consumer greed and normalising “throw away” culture hence the need for projects like R:evolve.

As a community we reduce the level of textile waste through redistributing and adding value to second-hand apparel and haberdashery goods otherwise destined for landfill.

Our swap/thrift shops encourage local consumers to reuse items already in circulation, minimising excessive clothing production. At the same time recycling of materials is supported through upcycling products and endorsing designers who follow the same ethos.

Lastly, and most importantly, R:evolve is a means of environmental education which is the first step towards positive change.

Total textiles donated
29,590kg or the
equivalent of **8 Hippos**



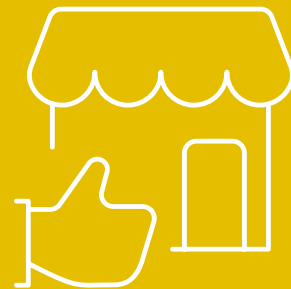
Estimated
Carbon Savings
488 tCO2e



Total textiles circulated
**34,071kg that's up
89%** on last year



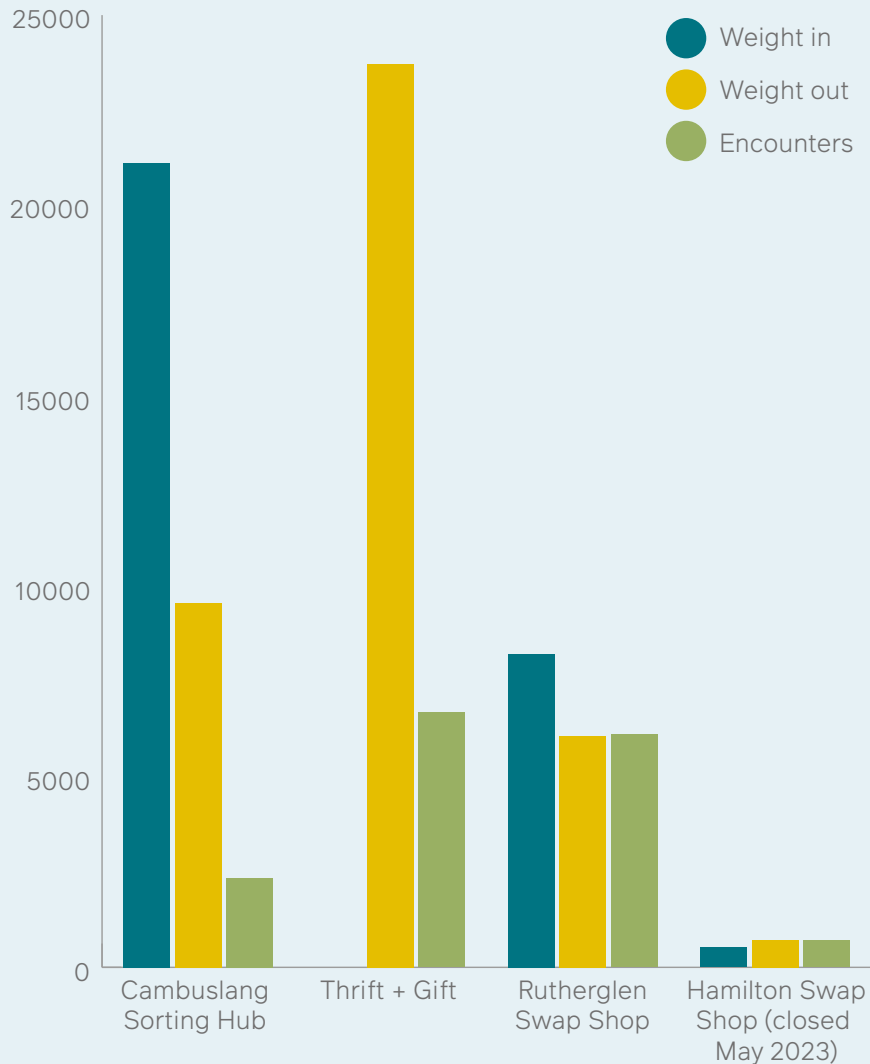
Total customer
encounters
15,844 up 21%
on last year



Total textiles recycled
5,802kg meaning
19% of donations
are recycled or sent
abroad which is **down
from 35% in 2019**



Kg Textiles Circulated per Venue



Educational Workshops

Number of workshops	187
Participants	84
Return average	19
Description	Clydeford Crafters – Tuesdays 10:00 – 12:00 Community Connections Knitting Group – Tuesdays 10.30-12.30 Meet, Make and Mend– Thursdays 10:00 – 12:00 Meet, Make and Mend – Fridays 1-4pm Knit & Natter - Fridays 10.30-12.30

Educational Outreach

Number	20	
Participants	1578	
Description	Christmas Wreath making	Autumn Wreath Making
	Upcycle Challenges	Plant/seed Swap
	Halloween pumpkins	Kilo sales
	Connect Music Festival	Stonelaw High School
	Bothwell Musicfest Mainstage	Calderglen Primary School
	Christmas ECO Craft Fair	Buzzfest

Net Zero Pathway

As an environmentally focused project we strive for a just transition to Net Zero, at the very core of what we deliver. We aim to reach far and wide with our environmental message and easy access services, which help others to reduce their carbon footprint.

However, as an organisation we are always striving to do better ourselves. In 2023 we joined a pilot project run by South Lanarkshire Council to help local social enterprises reach Net Zero. Here we were introduced to the Small99 portal which helps to map and track our transition to Net Zero.

As an organisation we have been working on calculating our current carbon footprint and identifying areas where we can make changes. This has included small changes such as introducing hot water flasks rather than boiling the kettle. Medium changes, like installing PIRs to areas of the building that do not need to be lit constantly and longer-term solutions, such as seeking funding to install insulation, solar and air sourced heating to our buildings.

We are currently building our plan and will continue to roll out our changes to help us to reach our ambition target of Net Zero by 2030.



95% state that our eco mission is clear.



65% have been inspired to take further action on climate change as a result of our mission



R:evolve is changing attitudes towards second hand with **80%** opting more for second hand clothing now than before they found us!



93% of volunteers care more about the environment



Section 5 Finance



This has been an amazing year and its all because of you. Thank you!

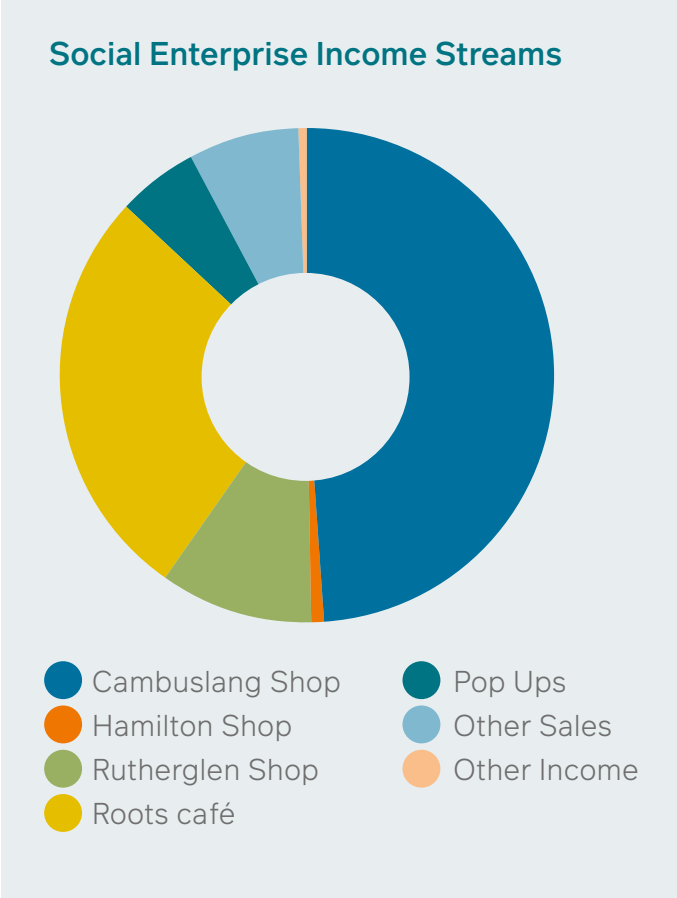
Stuart McGregor
Trustee

This year we set out on an ambitious mission to become 70% self-sustainable through sales of our products and services by 2026. In 2023/24 the first step of our target was to attract 40% of our overall costs through self-generated income and in true R:evolve style we smashed that first milestone by generating a 43% turnover. This income will now be stored in our reserves to ensure that we are less reliant on grant funding beyond 2026.

As a Social Enterprise all profit is reinvested to adapt and grow our services to meet the needs and ambitions of our community. Therefore, we must take a moment to thank our loyal R:evolve customers, who spread the word on our behalf and who are willing to share the abundance of pre-loved clothes with their community.

Our 'R:evolve Family' of staff and volunteers who come back day after day to offer their time, enthusiasm, energy and soul to make the wheels of project keep R:evolving. This has been an amazing year and its all because of you. Thank you!

However, our approach could not be possible without the support of our funders who have recognised our ambitions and put their trust in us to deliver for our people, our places and our planet. To all funders big and small, we thank you for making our communities dreams a reality.



THE LEAP ENTERPRISE SCIO
DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE PERIOD 1 APRIL 2023 to 31 MARCH 2024

	31/3/24	31/3/23
	£	£
INCOME AND ENDOWMENTS		
Donations	6,423	260
Grants	162,226	141,610
Sales of donated items	57,856	32,278
Venue Hire	23,375	1,738
Interest	69	-
Total incoming resources	249,949	175,886
EXPENDITURE		
Direct Expenses	8,662	19,360
Wages and Salaries	99,919	37,329
Employers National Insurance	368	-
Pension Costs	1,921	-
Recruitment Costs	-	749
Staff Training	400	-
Staff Expenses	364	-
Volunteer Expenses	2,908	1,264
Travel Expenses	-	572
Motor Expenses	995	1,554
Rent	31,530	22,998
Property Repairs	3,794	623
Water Rates	1,626	1,471
Heat and Light	12,886	7,404
Insurance	2,442	-
Security Costs	257	894
Cleaning	2,206	1,558
Telephone & Internet	2,154	937
Re-Branding & Marketing	7,612	600
Stationery & Office Consumables	911	584
Photocopy and Printing	157	94
Bank Charges	766	73

Accountancy and Payroll Costs	2,485	1,308
Professional/ Consultancy Fees	942	-
Expensed Equipment	377	-
Depreciation	109	-
General Expenses	274	-
Covid Donations	-	12,000
Subscriptions	1,311	184
Total resources expended	187,376	111,556
Net (expenditure)/income	62,573	64,330

THE LEAP ENTERPRISE SCIO STATEMENT OF ASSETS AND LIABILITIES AS AT 31 MARCH 2024

	Unrestricted fund Fund £	Restricted funds Fund £	2024 Total Funds £	2023 Total Funds £ RESTATED
FIXED ASSETS:				
Tangible Assets	1,423	-	1,423	-
CURRENT ASSETS				
Cash at bank and in hand	126,215	62,400	188,615	51,848
Debtors	4,624	-	4,624	37,458
NET CURRENT ASSETS	130,839	62,400	193,239	89,306
CURRENT LIABILITIES				
Creditors: amounts due within one year.	5,231	62,400	67,631	24,074
NET CURRENT ASSETS (LIABILITIES)	125,608	-	125,608	65,232
TOTAL ASSETS LESS CURRENT LIABILITIES	127,031	-	127,031	65,232
NET ASSETS	127,031	-	127,031	65,232
FUNDS				
Unrestricted funds			127,031	65,232
Restricted funds			-	-
TOTAL FUNDS			127,031	65,232

Annual accounts were approved by the board and signed on its behalf by Gilbert Feron, Chairperson. A full set of accounts are available on request.



Section 6
Looking ahead



Looking forward to the months and year ahead we have lots of plans to continue on our journey to financial sustainability and Net Zero.

Gilly Feron
Trustee

In partnership with Grow 73 and Whisk Bakery we plan to launch the Serenity Sunday Café. Every Sunday our Roots Café will become a space for people to come and eat wholesome food, using produce from local community gardens, as well as try a range of activities to help with mental well-being. Funded by the Mental Health and Wellbeing Fund our café will offer a range of hot meals and snacks to suit all budgets.

An award from the National Lottery and Mental Health and Wellbeing Fund will enable us to refurbish our Rutherglen shop, opening up the space to make it a more welcoming environment for people using our swap shop and clothing bank services. We also plan to introduce the thrift + gift store which has worked so well in Cambuslang, bringing a west end vibe to the Main Street, whilst driving forward our strategic goals.

We hope to finish our community garden by installing an outdoor seating area to attract more people to the Hub, by making it more appealing to hall users and customers and improving our chances of meeting our next income generating milestone of 60%.

And finally, 2025 will be an important year for the project as it celebrates its 10 year Birthday. We will be planning lots of exciting activities and opportunities for the community, so look out on our website and social media platforms for more information.

ANd finally we will be expanding our Board Memver pool and will be on the look out for enthusiastic and skilled people to join the team.



This report was written by the trustees and staff of The LEAP Enterprise, with contributions from volunteers and customers through surveys and reviews.
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