

# LEEDS WOOD RECYCLING IMPACT REPORT 2021



**LEEDS  
WOOD  
RECYCLING**



***"Reclaiming your waste wood, to do social good!"***



2021 Celebrated the third anniversary of Leeds Wood Recycling! It has been a year full of challenges - with the country in its third lock down, and the ripple effects of leaving the EU resounding through the construction industry.

Like so many small businesses we have felt the economic impact, and recognised the need to adapt. The year has demanded reflection and sparked an overhaul of many things, including our staffing and management structures in order to gain resilience in the face of such testing times.

This year has primarily been a year of growth and development. The team has refined their job roles, responsibilities, and we have strengthened our systems of work. Where LWR started at the beginning of 2021 and where it has ended up displays an extraordinary amount of growth and development, which is largely due to the fantastic Leeds Community Foundation Resilience grant. This unrestricted fund gave us the capacity to restructure our team and get external support and consultancy regarding our governance, health and safety and future business plans.

It has been a year with some massive projects too, working in partnership with National Community Wood Recycling and BAM to divert over 3000 sheets of timber from the decommissioned Nightingale hospital.

We have increased our social impact, working with young people on work placements through Progressions UK, and the Kickstart Scheme to give employment opportunities to young people in Leeds. We also have grown our network of local businesses, community services, volunteers and allies in Leeds.

We would like to thank our funders, who have supported our work and restructuring. To the SSE 'Trade up programme' which enabled us to recruit a workshop and training coordinator; the big lottery Awards for All fund which enabled us to employ our volunteer coordinator; Leeds Community Foundation for supporting us to take some time with the amazing resilience fund and the Changing Lives fund which has enabled us to restart the 'Skill Tree' project.

Alongside the generous funding we have continued to further develop income streams outside of funding bodies to ensure resilience in the long term. This has been done by running education classes and by developing new workshop services and products.

We are so grateful for the ongoing support and time of our volunteers and staff, and for all the local businesses and members of the public who support our wood collection and retail service.

# RESTRUCTURE AND GROWTH

LWR has grown dramatically over the past 3 years, with a team of 17 staff at the end of 2021! This growth demanded a dramatic overhaul of roles and responsibilities. The left image demonstrates the structure in 2018/19 with too much responsibility placed on the manager alone (blue).

The LCF Resilience fund allowed the development and creation of area coordinators, which has distributed the workload and responsibilities within the team (shown below). This has freed up the manager from daily tasks and allows focus on business growth in the future.

## 2018-2019 Staffing Structure



### Key

**Inside Colour**

Main responsible person

**Outside Colour**

Supporting staff member

Leeds Community Foundation

RESILIENCE FUND

## NEW 2020 Staffing Structure



3 New Coordinator roles created

Clearly defined roles and responsibilities

Encouraged culture of collaborative working

# COLLECTIONS

This year we grew our collections service expanding from an average of 12 to 20 collections every week.

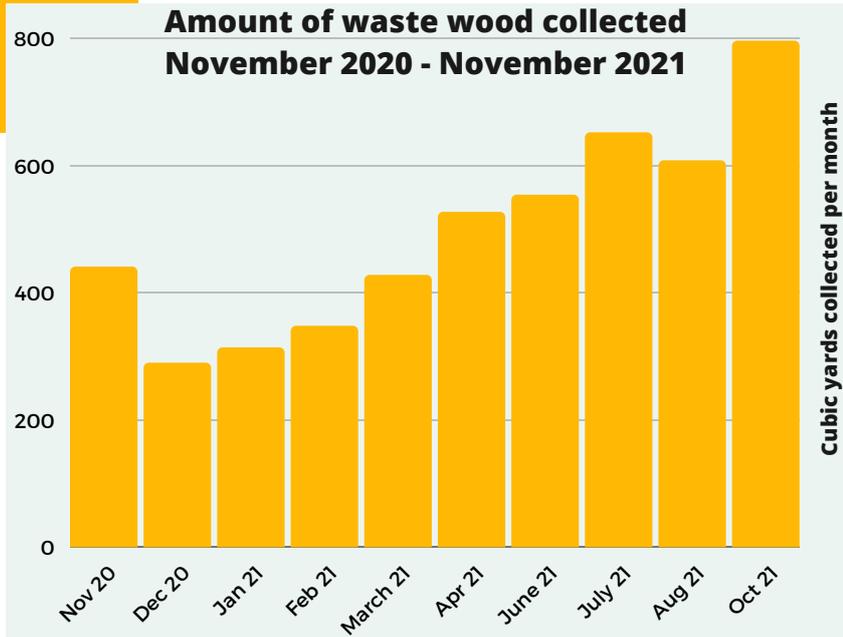
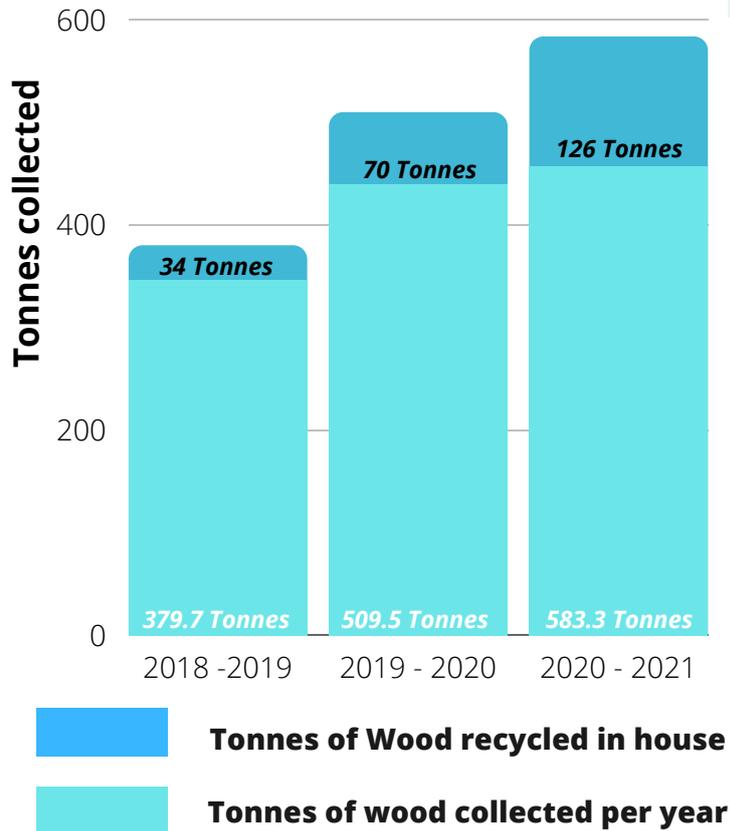
This growth was made possible with the help of Leeds Bread Co-op, who supported us by giving access to a van share 3 days a week which in turn created a new driver position in May 2021. The 'two van day' pilot was a success and proved the viability of purchasing a second van so we could expand further. Which we did in December and so creating another driver job starting January 2022!



In 2021 LWR collected **5833 Cubic Yards of Wood Waste!**

**That's a 14% increase in collected waste wood from last year!**

**Total Wood Collected & Recycled 'in-house' per year**



**In 2021, 126 Tonnes of wood waste was recycled in-house. A 80% increase in the volume of wood recycled in-house compared to last year!**

**Recycling 'in house' what does it mean?!**  
 This is wood that our amazing volunteers process on site. So thats denailing, cleaning, and chopping off the wonky bits ready for retail in our shop or use in our of our woodwork courses!

**4024 TONNES OF CO2 SAVED IN 2021**

# National Community Wood Recycling & BAM

## Case Study: BAM Reclamation project. The Nightingale hospital

Leeds Wood Recycling worked alongside the NCWRP and BAM to reclaim and reuse over 3000 sheets of OSB from the decommissioned 'Nightingale Hospital' The project was a great success and helped create opportunities and employment within the organisation



### Volunteer training and opportunities

*"BAM's reuse of OSB and Plywood gave me the chance to learn, support my community, and help keep waste wood out of landfills. The project helped me move forward in my career pursuits by gaining new knowledge, confidence and skills. BAM's donation meant that I got to learn on the job about building materials and standards, work site safety and logistics, as well as further my understanding of how I can support sustainable options for my local community and Leeds."* **Gabby**

*"We are so grateful to BAM for donating the OSB to us. Community reuse is the best way to use resources efficiently, build the Circular Economy and look after our planet. By working with LWR, BAM has also helped change the lives of marginalised people in the area. Thank you BAM!"*

### Bradford Organic Communities Service

Are a non for profit organisation working with adults leaving care and adults with autism. This year they took on some young people under the Kickstarter scheme. The donated OSB boards were used as compost bays running alongside the external bed to complement their organic growing programme.

***"The wood has been a real asset and we are so grateful that we can use them as a way of training volunteers new skills, growing soft fruit, salad and vegetables."***



### New Job Created!

The wood waste generated from the Nightingale hospital generated the revenue to create a permanent workshop coordinator position. This role will be heading up the LWR volunteer training and Health and Safety programme ensuring that we can continue to offer free training to marginalised people who otherwise have no access to training and employment support.

**A massive thank to our friends at:**



**For supporting us with the logistics of this massive redistribution project**



# KICKSTARTERS & WORK EXPERIENCE

We are proud to have been able to offer intensive training for three young people this year. In July and August we appointed two under 25's in partnership with the government kickstarter scheme.

The programme provided a six month paid work placement, and LWR worked to tailor the experience to the individuals aspirations and future focus. We gave access to CSCS training alongside online qualifications, and specific job experience.

We also worked alongside 'Lifeskills' Leeds, offering a 12 week work placement which resulted in the participant, Frankie gaining full time employment working in the construction industry.



" I came from London with nothing, and now feel I have a lot, and have become a better person. LWR has show me how consistent you have to be at work. I have learned life skills. I'll miss the van, the lads, the jokes (Popmaster)." Frankie

## Collectively the young people gained:

2x CSCS Health and safety qualifications

29 x Citation Approved: Health and Safety

Management CPD Certified Certificates

1 x CPD accredited Microsoft Excel

Masterclass qualification

3 x NCWRP Competence in health and safety

Power and handtool training on a numbers of hand and power tools



# COMMUNITY BUSINESS TRADE UP PROGRAMME



power to  
change

business in  
community  
hands



school for  
social  
entrepreneurs

Leeds Wood Recycling, was one of 54 leaders across England selected for a competitive learning programme and grant of up to £10,000. The Community Business Trade Up Programme is run by the School for Social Entrepreneurs, in partnership with Power to Change. The programme supports people improving their local communities through trade. The programme helped support LWR manager to grow it's business. LWR used this opportunity to develop it's education and commissions/ workshop departments. The programme was a nine-month learning programme at the School for Social Entrepreneurs (SSE). The SSE helps people develop the skills, strengths and networks they need to tackle society's biggest problems.

During the programme, the manager learned alongside other community leaders how to create lasting social impact for the region. "We were confident Charlie and the LWR team have the entrepreneurial qualities and motivation to increase their impact on LWR even further, which is why we have awarded them a highly-coveted place."

*"We were delighted to have been accepted onto the CBTU Programme. The programme and grant has helped LWR grow as a organisation, so we can support more people in Leeds and Yorkshire to gain experience and employability skills. We have used the funds to develop our workshop and develop a webshop in 2022"*

**CHARLIE STANLEY - MANAGER**

The Community Business Trade Up Programme is run by School for Social Entrepreneurs (SSE), in partnership with Power to Change. The programme includes 12 learning days, spread over nine months. It includes a Trade Back grant of up to £10,000 for early-stage community businesses that are planning to grow. It supports community business leaders to increase their income and build stronger organisations, so they can create more benefit to their local areas. The programme has supported nearly 300 community businesses so far, and will support another 54 in this phase at five SSE locations across England. This phase runs from April 2021 to December 2021.



**Graduation party, via Zoom in December 2022**



# LAUNCH OF OUR EDUCATION PROGRAMME

The CBTU fund and BAM Nightingale project helped us employ a permanent workshop and training coordinator. This has enabled Leeds Wood Recycling to grow its education program as we began running 'paid for' evening and weekend classes. Courses have included: 'How to use basic hand tools'; 'Build your own lap steel guitar'; 'A beginners guide to van conversions' and an array of seasonal Christmas decoration courses. We offer two free spaces per class to all LWR participants providing an opportunity to up-skill for free while investing in our users and community.

**I can't put into words how much volunteering and getting to learn for free on the weekend courses has done for my confidence. Becky is a great teacher, I struggle to understand things at first and she never makes me feel stupid, in fact she makes me feel more capable and intelligent than ever before "**

**LWR Volunteer (Anonymous)**

**This year we have taught 105 people 6375 hours of learning!**

The education programme was developed as a response to demand from our customers and supporters. Past LWR courses were run only for specific groups of people in need of support via restricted funding so it has been fantastic to gain more reach within our network of supporters.

The increase in capacity has also allowed us to develop a 'Skill Matrix' which documents the 'up-skilling' of our volunteers and staff.

The education program has provided a new income stream for LWR which we hope will create stability to the organisation. The programme has not only given a permanent job to our coordinator but offered new tutor positions for people to run evening and weekend classes.

The addition of this 'pool' of skilled staff has given the whole team a dedicated time to learn new skills and develop teaching practice from one another.

The development of our 'Skill Matrix' has measured an increase to the teams development, documenting skills as a number rating. We are excited to be able to measure this impact, and after running appraisals with both staff and volunteers can see that this investment in the team is having a huge impact to personal and professional growth for everyone!

**Since January 2021 on average staff and volunteers Skill Score has grown by over 50%!**





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Your Complete Office Furniture



# RETAIL DEVELOPMENT

This year our Timber shop started working alongside Littlefair's, stocking a full range of their stains and finishes. Littlefair's is a multi award winning, family-run business based in Blackburn who manufacture water-based wood dyes, varnishes, finishing oils and wax polishes. We have also grown our ironmongery range in 2021 which has developed a more diverse product range for our customers.

In 2021 we also developed our 'Scaffold shelf sanding service', which offers customers a bespoke sanding and finishing service for scaffold boards and shelving, taking the hassle out of diy for people who haven't got the tools to do small jobs at home.

We are continuing to develop our 'Brochure' range of furniture, working alongside Re:Work in Leeds to showcase our range of desks, shelves and tv units. Re:Work is a Leeds based social enterprise who shares our values of helping the environment, providing new and used office furniture. They have a fantastic showroom and now stock some of our furniture items.

# SUPPORT AND THANKYOU'S



**CLADE**

## A SPECIAL THANKS

Clade Engineering has been one of our key supporters since LWR's inception in 2018. This was largely due to the kindness and support of the HSE & Compliance Manager Chris Long.

Chris sadly passed away at the end of 2021 and we wanted to thank him and all those around him for his kindness and support. He was a huge help to us with in-house training, advice and charitable vision and he will be dearly missed.

## THANKS TO ALL OUR SUPPORTERS



**NORTHERN  
MONK**

**Leeds  
Community  
Foundation**

**THE LEEDS FUND**



Community  
Wood  
Recycling

SAVING RESOURCES - CHANGING LIVES



**LS14  
TRUST**

**Supported by  
The Community Business Trade Up Programme**



**power to  
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business in  
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