

Date; 21<sup>st</sup> September 2022

Email (Carolyn Donnelly [DonnellyCarolyn@BelfastCity.gov.uk](mailto:DonnellyCarolyn@BelfastCity.gov.uk))

Dear Carolyn,

Many thanks for sharing with GLL the motion that was adopted at the Business and standards committee in August 2022, please the GLL response below;

As a worker owned, charitable social enterprise with an elected worker board, the interests of our people are represented at the highest level within the company. The nature of our business means that we are organised primarily on a partnership basis, and GLL has a good record of working closely with trade unions in these local environments. The Trade union forum in Belfast works particularly well with both GLL management and the trade unions being able to raise issues and discuss collectively, in order to reach a favorable conclusion for both parties. This set-up has worked very well for the past 7 years and created very strong partnership working and outputs for our staff under this model, therefore we do not see any reason for this to change.

There is strong evidence in the outputs across the city within our staffing teams that reinforce how successful the social enterprise partnership between Belfast City Council and GLL has been. There have been over 200 promotions in recent years showing an inward focus on our staff and excellent delivery of learning and development opportunities. All of our staff received an average 4% pay increase in April 2022 recognising the current cost of living challenges for many of our employees. In partnership with BCC there have been 17 leisure employment academies resulting in over 100 local people gaining training and then employment within our centres. Alongside this we have employed six graduates who have joined our successful Trainee Manager programme which ensures succession planning for our future leisure leaders. GLL opened up a customer service centre in Belfast just 12 months ago creating 60 new jobs for local people in the city, and we will see a further 25 new staff employed in the city when we open up Templemore Baths in October 2022.

GLL note that while at times there can be challenges, there is a healthy partnership created through the trade union forum allowing items to be resolved through collaborative working. We look forward to future staffing success in the year ahead and will address any items that come from the planned meetings.

Yours sincerely



Gareth Kirk  
Senior Regional Director  
GLL

