



Glasgow Women's Library
Annual Report
2008/2009



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Introduction

Glasgow Women's Library is a vibrant information hub housing a lending library, archive collections, contemporary and historical artefacts relating to women's lives, histories and achievements. It delivers an innovative Lifelong Learning Programme, an Adult Literacy and Numeracy Project, a dedicated Black and Minority Ethnic Women's Project and a National Lifelong Learning Project.

Aims and Objectives

Glasgow Women's Library aims to:

- * Advance the education of the general public by increasing knowledge and understanding of women's history, lives and achievements.
- * Provide information on a range of women's and gender equality issues.
- * Enable women, particularly the most vulnerable and excluded in society, to access the information, resources and services they need to make positive life choices.
- * Break down barriers to learning and participation for women so that they become fully active citizens, develop skills and knowledge, engender self-confidence and equip themselves to pass on their experience to benefit their families and broader communities.
- * Take a lead role in redressing the neglect of women's historical and cultural contributions to Scottish society by providing a catalyst for change.
- * Create new ideas of and approaches to culture and heritage that bring together people from the most diverse backgrounds.
- * Invest in women's social, cultural and creative capital to the benefit of our nation.
- * Become more financially independent.
- * Provide the highest quality service for all our users, enquirers and members.

In meeting our aims, GWL:

- * Actively collects relevant information and materials so that they are accessible to the broadest range of users.
- * Encourages the involvement of as many women as possible in developing the Library and its related resources and services and in contributing to the documentation, collection, creation and use of materials.
- * Provides and promotes Lifelong Learning, training, education, skill-sharing, volunteering, and employment opportunities for women.
- * Provides an accessible information resource, library and archive relevant to all areas of women's lives, history, culture and achievements for use by individuals and groups from all areas of the community.
- * Will relocate into self contained, refurbished, fully accessible premises within the Mitchell Library.
- * Will create Scotland's first **Women's Archive**, building a dedicated archive space within GWL's new Mitchell Library premises and employing an Archivist for three years.
- * Seeks to achieve the Museums Libraries Archives (MLA) Accreditation Standard and later become a 'Recognised Collection of National Significance' as a 'Non-National National' Museum in Scotland, renaming as **The Women's Library and Archive of Scotland** (working title).
- * Create a sustainable and economically vibrant social enterprise, with an expanding range of Third Sector income generating activities.
- * Seeks to attain and uphold the appropriate accredited professional standards across the organisation's service delivery.

Director's Report

Key Activities during 2008-2009

This year saw the consolidation and further development of Glasgow Women's Library's core projects, including the Lifelong Learning Programme, Adult Literacy and Numeracy Project, Black and Minority Ethnic Women's Project and Women Make History. These projects have, for several years, provided a structured and resourced approach to providing opportunities for women to take control of their own learning and personal development in a safe, sensitive, empowering environment and we are delighted with the projects' ongoing progress and successes to date. Furthermore, we are thrilled that, on the basis of the excellent work of our Lifelong Learning Programme, the Scottish Government has funded GWL to deliver a palette of learning opportunities to women in geographical 'hotspots' around Scotland, so Dundee, Inverness, Dumfries and Galloway here we come!

At strategic level, GWL secured further funding from the Scottish Government until March 31, 2011 to enable us to continue our work to achieve accreditation and national status as Scotland's Women's Library, and to ensure that the ambitious vision for our relocation to the Mitchell Library is realised.

It was with great sadness that this year saw the resignation of Val Atkinson from the Board of Directors. Val has gone back to school – Art School to be precise, and we wish her well and thank her for all her support and commitment.

We continue to be proud of the work we undertake and know that it makes a difference to the lives of many hundreds of women and their families. We also try to impact on wider issues too, and we are very proud to have worked with Amnesty International and the Lord Provost of Glasgow this year to award the Freedom of the City of Glasgow to the Burmese pro-democracy leader, Aung San Suu Kyi.

We have achieved a great deal this year and will be continuing to work hard to secure our future at the Mitchell Library throughout the coming year. We have built a strong, confident Board and staff team with high morale prevalent in a happy work place. With the continued involvement and support of our volunteers, users, learners, 'Friends', donors and partners, we can realise our vision for the future – we look forward to another exciting, challenging and successful year ahead.

Dr Dorothy McLelland
Chair



Strategic Development

Sue John, Strategic Development Manager

This year has witnessed some major achievements for GWL. We received the news in June 2008 that our funding bid to the Heritage Lottery Fund to create the Women's Archive of Scotland had been successful, and we have been awarded £410,000. This represents our first major capital funding award - £225,000 to create the proper environmental conditions to British Standards 5454 in a purpose built archive in our new Mitchell Library premises. The remainder of this funding is to employ an Archivist for three years to train volunteers in archive skills and catalogue the collection.

This news prompted some excellent press coverage, with full page colour articles in The Times national newspaper and the Glasgow wide Evening Times. Appearances on Scottish Television's Reporting Scotland news programme and a live broadcast on BBC Radio Scotland's Radio Café raised our profile significantly.

Further good news was received in January 2009 when we heard of another funding success, this time £75,000 from the Robertson Trust towards the building of our Education and Lifelong Learning floor.

Progress was not just limited to the financial aspects of our development, as we worked with Gareth Hoskins Architects, Davis Langdon Quantity Surveyors and Buro Happold Engineers and Surveyors to complete the Stage D Report for our new premises. This is a significant milestone because this Report contains everything we need to be able to undertake the building work once we raise the remainder of the required capital funding. With Stage D in place, we have Full Planning Permis-

sion, Listed Building Consent, Full Disability Access Audit, Asbestos Survey and a Cost Analysis.

We need to raise around £1.5 million for the refurbishment of our new premises and with £300,000 already secured, we are working hard to raise the remainder. An important element of this was the launch of our new fundraising initiative, 'Women on the Shelf', where anyone can sponsor an individual book, a shelf or an entire section. This initiative is not only raising vital funds, where every penny goes towards the capital costs, but it also engenders a powerful sense of 'ownership' of the new premises by the sponsors and, as they can dedicate the books, shelves and sections to a woman of their choice, it is also building a living tribute to our great women.



An impression of GWL's new Mitchell Library space,
© Gareth Hoskins Architects

We also achieved the first milestone in our bid to secure national status for GWL, when our application to become Associate Members of Museums Galleries Scotland was successful. We will now prepare an application for the granting of the Museums Libraries Archives Accreditation Standard and this will be followed by a bid for accreditation as a 'Non-National National' Museum once we launch at the Mitchell Library. It is on the awarding of this status that we can change our name to reflect our national uniqueness and become a Women's Library of Scotland!

Library Projects

The Lifelong Learning Programme Adele Patrick, Lifelong Learning and Creative Development Manager

Glasgow Women's Library provides a safe, friendly, empowering environment where women can access the information and opportunities they need to take control of their own learning and personal development and change their lives for the better.

The key aims of GWL's Lifelong Learning Programme are to:

- ★ Break down barriers to learning by providing formal and informal training opportunities and learning activities to socially excluded, 'hard to reach' and vulnerable women, including women living with addictions, young women, jobless women and those experiencing poverty
- ★ Enhance and develop the range of skills and knowledge of project users
- ★ Empower women to increase their sense of self esteem and enable them to make choices that can improve their lives
- ★ Improve the employment and further education opportunities of women so that all women value their individual experiences and skills and realise their own potential during the process of their learning and development
- ★ Address the barriers to learning and personal development caused by lack of literacy skills.

Bigger, smarter and better than ever

This year, the learning programmes at Glasgow Women's Library have been exciting and newsworthy, with lots of ground-breaking events, new partnerships and a significant growth in learners. However, sustaining and developing our popular and vibrant programme

is not all we can be proud about this year! The broader GWL Learning Team worked together in this period to craft our first Learning Policy. This document, linked to the Library's overall aims and the objectives, is now being used by the whole team, giving us a great steer in our work towards and beyond the move to new premises.

The newer Lifelong Learning Team members, Laura Dolan (Lifelong Learning Assistant) and Syma Ahmed (Black and Minority Ethnic Women's Development Worker) are now very much into their stride and GWL has been reaping the rewards of their hard work, enthusiasm and imagination. In all, the Team has grown in capabilities, competence and expertise. We are now working with greater numbers of 'hard-to-reach' women including women from ethnic minority backgrounds, developing work with a huge range of partnership organisations and are far better able to promote and evaluate our services.

Going Nationwide

Learning at GWL is recognised by thousands of learners and colleagues in the field as offering innovative, specialised learning opportunities for women. In July 2008, The Scottish Government awarded the Library its first funding to support the expansion of GWL's Learning model nationally. This offers up a thrilling opportunity for GWL, and the Learning Team in particular, and a strategy is in place with work underway to develop a Partnership Network and devise a palette of learning opportunities to deliver in three national 'hotspots'.

A Learning Centre of our Own

During this reporting period our thoughts have been increasingly directed towards our plans for the

future and to considering the sort of learning opportunities we can offer in our future home. To this end, GWL has been gathering information and starting to make links with our future new neighbours in the area around the Mitchell Library, hosting visits to and events in our future home and consulting with past and potential future learners about what they value about the provision today and what their hopes and dreams might be for the future.

Alongside this ongoing consultation we have been busy trying to raise the funds to make all our dreams of an accessible, stimulating, safe and well-equipped Library, with learning at the heart, a reality. One giant step in the right direction was achieved through a successful bid to The Robertson Trust who has granted GWL £75,000 towards the costs of a new Education and Training Centre at our future 'Women's Library of Scotland'.

Quality and Quantity

This year, 1353 learners participated in events and activities delivered through the GWL Lifelong Learning Programme, representing a cost of £17 per learner per year – good value for life changing experiences! This represents a further increase of nearly 81% on last year, with no increase in funding.

The reports by Laura, Syma, Kay and other colleagues give a good impression of the wealth of activities, events, courses and one-to-one learning that have taken place in the last 12 months. From storytelling sessions using dance, the blooming of our book group, reading for mental health sessions, BME women's themed film nights both at GWL and in outreach sessions across Glasgow, walks uncovering the long lost histories of women buried in the Necropolis, in the Merchant City and

the West End, school visits, film and oral history training, the launch of our first accredited course run at our Parnie Street premises, the life-changing Introduction to Women's Studies course (delivered by our colleagues from Stow College), the joyful attendance of over 60 new learners a week developing their English communication skills and much, much more. This has been a fantastic year for both GWL and our marvellous learners. Congratulations to all!

Lifelong Learning Highlights

Laura Dolan, Lifelong Learning Assistant

This year has been a busy one and my role as Lifelong Learning Assistant has been varied and interesting. Assisting with the development and promotion of the GWL Lifelong Learning Programmes involves a lot of planning, partnership working and organisation – from meeting with facilitators, to taking bookings and promoting the events and courses we run, it means meeting and dealing with library users and learners and also working with other organisations, writers, volunteers and tutors.

2009 has seen the welcome return of a partnership with Stow College to provide their unique Introduction to Women's Studies course. This course has proven really popular and has introduced a great group of new women to



Graduates from the Introduction to Women's Studies course with tutors Pam and Frances from Stow College

"I think there is certainly a need for the Women's Library so that women can feel safe and study. They are all such lovely women who work there. Through doing this course it gave me the confidence to move on and apply to do the diploma in women's studies at college and I got in, which made me feel great."

Introduction to Women's Studies Student

the Library. We are also happy to report that several of the course participants have gone on to further study, including Stow's Diploma in Women's Studies

Partnership Working

Our programmes increasingly rely on building good partnerships with people and organisations and over this year we have built some really effective connections in order to provide a range of new events and learning opportunities.

Glasgow Print Studio and Glasgow Women's Library worked together to



Personalised Ex libris printed on the 'Making Our Book Marks' course

provide 'Making Our Book Marks' workshops, linked to '500 Years of Printing in Scotland', which was an opportunity for women to learn screen print skills to produce their own Ex Libris.

A key strand in our Autumn 2008 Programme was taster sessions offered in partnership with three Further Education institutions: Glasgow College of Nautical Studies, Strathclyde Centre for Lifelong Learning and Anniesland

College. These tasters, including sessions in DIY, Creative Writing, Introduction to Family History, Computing and Confidence Building, were developed after consultation with library users on what they would like to see in future GWL Learning programmes.



Learners on the 'Silver Surfers' Taster Session

Another productive partnership was sustained in 2008 with our links with the Scottish Mental Health Arts and Film Festival. This year we devised a participatory session, 'Rhyme for a Reason' that explored how poetry has and can have a positive effect on women's mental health.

Women Make History

This year the GWL Women Make History project grew from strength to strength. Building new partnerships in this area too, we made connections with Friends of the Necropolis to start working on a 'Women of the Necropolis' walking tour which is being researched by our wonderful team of volunteer women's history detectives.

"I enjoyed how informative the whole tour was. Also the two guides were enjoying themselves too, which is always a bonus. The tour was packed with the most information out of all of the tours I was on this week. So much work and investigation."

West End Women's Heritage Walk participant, September 2008

Women Make History has also continued to offer our 'West End Women's Heritage Walk' and 'Glasgow's Women and the Abolition Movement' to audiences on several occasions throughout the year. Our latest walk, 'Women of the Merchant City' was launched on International Women's Day 2009 and will be rolled out to a range of audiences in 2009.

To run all of these walks we need a bank of tour guides, so, thanks to funding from Paths for All, in 2008 we ran a programme to train up a group of 10 women as tour guides. This course involved the participants attending various walks and talks, training from Paths for All colleagues and a trip to Dundee to experience the Dundee Women's Heritage Trail. The funding has also enabled us to start to develop a training DVD encouraging 'hard to reach' women in communities across Scotland to consider getting involved in research, walking and tour guiding and which will be worked on over the coming months and launched in 2010.

Books and Writers!

Another element of the Lifelong Learning Programme is promoting women's writing and work, and this year we have done this through a series of events that has grown into a new exciting occasional programme, 'Women Writers Unite'. First, we had a packed house for 'An Evening with Jackie Kay and Suzanne Bonnar', where Jackie launched her new book, *The Lamp-lighter*.

Shortly after, we hosted a launch



Jennifer Williams reads at the 'Women Writers Unite: Women and Animals' Event

event for *Twinsset*, a new book of poetry by Karen Knight and Dilys Rose, illustrated by Laurie Hastings and Polly Thelwall. This led to the first in our series of ongoing events, facilitated by a link with the writer Zoe Strachan, where we partnered with Glasgow University Postgraduate course in Creative Writing. At these events students, alongside published authors, were given an opportunity to read from their work in front of a live audience that includes some of our regular learners and members of the public. These themed 'Women Writers Unite' events

"I just want to say a genuine thanks to you and everybody at the library for this year. Your belief in me was pretty amazing, and helped give me a bit more belief in myself and what I can achieve. It was a privilege to be part of something with such encouraging, creative and 'affable' women, and I'm looking forward to get my teeth back into it."

Women Make History volunteer



Jackie Kay reading at 'An Evening with Jackie Kay and Suzanne Bonnar

were launched with 'Women and Animals', where the headline writer was Mandy Haggith and the audience was treated to some inspiring readings from some up and coming writing talent.

GWL's Book Group continues to thrive, with monthly meetings and a membership of over 50 women – thankfully they don't all turn up at once!

Black and Minority Ethnic Women's Project

Syma Ahmed, BME Development Worker

The BME project has undertaken several major projects that focus on the stories of migrant women, as well as providing courses and events that raise awareness of the lives of BME women.

During this year, 730 BME women participated in our dedicated and integrated learning opportunities, an increase of 104% on last year, again with no increase in funding. In addition, 60 women per week accessed ESOL classes at Glasgow Women's Library delivered by Langside College colleagues.

'She Settles in the Shield: Untold Stories of Migrant Women in Pollokshields'

This fascinating and much needed project was conducted in partnership with the Pollokshields Development Agency and tells the stories of 30 migrant women settling in Glasgow. Using oral history techniques, stories were collected in the women's first language and then translated to English as accurately as possible in order to provide greater public accessibility. Because the largest migrant communities settling in Pollokshields since the 1960s were from the South Asian sub-continent, the majority of the interviews were originally told in Punjabi, Urdu and Hindi.

Told in their own words, the women reveal their experiences of life in their traditional homelands, together with their reasons for leaving, their arrival and first impressions of Scotland and Pollokshields, the feelings of isolation which accompanied migration, and their encounters with work, study, and the local community. It also provides an intimate insight into family, intergen-



"I made the small pots to hold water. I also made the crochet covers. At first I felt the house will not come together, but I was surprised at the end how good it looked. We all put a lot of effort into it. I had great fun."

Bashira Mohammed. Born 1945, Patyala Rayast, Punjab. Year of Migration: 1969

erational differences, and, on a more light-hearted note, of food, fashion, relaxation and celebration. The story of Pollokshields' migrant women is one of hope and despair, challenge and success. The stories, along with artefacts and historic and contemporary photographs, will be used in a forthcoming publication and exhibition.

Model House Project

Another creative project embarked on this year was a fabulous Model House project which involved working with elderly Asian women attending the Dixon Halls in the Southside of Glasgow to build a model of their home before migrating to Glasgow.

The women who attend the group are mainly from South Asian backgrounds, particularly from the Punjab area of India and Pakistan. They moved to Glasgow between the 1950s and 1970s to join their husbands who had already

settled in Glasgow for work purposes. They left behind a hot climate, fresh air and spacious surroundings to come to bitter cold weather and confinement in their new tenement homes. While their husbands worked long hard hours to earn a living for the family, the women were often left to manage the home and children. With little or no English they strove to make their new home in an environment somewhat different from what they were used to.

The sessions ran from July to December 2008 and began with reminiscing about old times with a particular focus on home life in Punjab. The women enjoyed the 'banter' around how the model house should be designed for a fair representation of what their home looked like.

Artist Sadia Gul Ibrahim joined in at the latter sessions to work alongside the women to build the actual model. All items in the house, with exception

of a few, were handmade. The women enjoyed engaging in this type of artistic interaction where they got a chance to make use of already adopted skills such as sewing and knitting, and learning new skills in woodworking and painting.

The Model House was exhibited in the first instance in Govanhill for International Women's Day and will be exhibited at the launch of the 'She Settles in the Shields' exhibition. This project is a marvellous acknowledgement and celebration of the lives and contributions of migrant women who have settled in Glasgow.

Other events included:

Photo Album & Scrap Booking

Workshops with BME women to document the life of the Dixon Elderly Care Centre. The sessions began with organising their 20 years of photo archives and artworks, including records of arts projects, outings, health and exercise, celebrations and learning opportunities. The women made handmade photo albums using felt with artist Sadia Gul.



"I thought I was coming in for a physical challenge, however I was pleasantly surprised that we first spoke in detail about what personal safety is and we even used simple ways such as our voice to protect ourselves."

Personal Safety Course Participant

Personal Safety for BME women

In conjunction with Wise Women, two sets of training were organised, one for young BME Women and the other for BME women who had language barriers. The women found it extremely beneficial and enjoyed meeting in a group to collectively learn.

Film nights and discussions

Dozens of women regularly attend our film nights where challenging and often difficult subjects are raised and then discussed within our supportive environment. *Khuda ki Liye (In the name of God)*; *Provoked*; *I for India*; *15 Park Avenue*; *View from a Grain of Sand* (this latter film was screened as part of the Scottish Mental Health Arts and Film Festival) were among the thought-provoking films that inspired discussion.

"I will always carry on reading now. That is one of my dreams which has come true thanks to GWL and the books they have given me in the couple of years I have been here. I can now dream about other things."

ALN Learner

Adult Literacy and Numeracy Project**Kay McKie, ALN Development Worker**

The Adult Literacy and Numeracy (ALN) Project provides dedicated support for individual women and small groups of learners both within GWL and as outreach provision. This project continues to be vital in addressing the needs of women who require a safe, women-only space and a relaxing learning environment and which encourages peer support using materials and resources relevant to their lives. This year we worked in venues across the city including the Wayside Day Centre (a City Centre project working with homeless people), The Bridges Programmes (based in Govan) and Aspiring Young Women in Drumchapel.

During this year the ALN project supported 62 women to increase their skills, knowledge and confidence in reading, writing and/or numeracy, and 10 women moved on to formal college courses, some with continued support from the GWL ALN team. These courses included accredited ESOL Provision, Introduction to Women's Studies and SVQ Level 2 Care. The ALN Project was vital in the process of building the confidence and skills of learners so that they felt able to pursue formal education for the first time in their lives. Learners also accessed other learning opportunities which were non-accredited, including workshops and events at GWL and college based leisure classes.

A short course aimed at increasing the skills of literacies learners applying for jobs was facilitated by the ALN

team. We supported women to complete up-to-date CVs, practice interview techniques, write cover letters and have confidence in promoting their strengths. As a result two women found employment; one in the care sector and one in administration.

With a commitment to providing information on progression opportunities, the ALN project organised an information session for literacies learners held by Glasgow Volunteer Centre. This was to encourage them to consider the benefits of volunteering in the city with support of staff at the volunteer centre.

With an increase in demand for literacy and numeracy support for women who have English as a Second or Other Language (ESOL Learners), we supported 25 women from this group during the year. Our ESOL Literacy and Numeracy support offers learners the chance to improve relevant and practical skills in reading and writing English as well as continuing to work on structured grammar exercises.

During the summer of 2008, the ALN Tutor ran a series of political literacies workshops with learners. Although the workshops were well received by learners it was apparent that the materials used would need to be adapted to suit ALN Learners, and particularly women. It has been a result of this pilot course that a partnership with WEA in Political Literacies is being developed to improve this provision to communities city wide.

The ALN team was busy promoting the project and raising awareness



Aspiring Young Women: the clue's in the name!

of women's ALN issues throughout the year. Awareness raising initiatives included attending events and open days at HMP Cornton Vale, Geeza Break East End Family Support Project, SAY Women, Women's Aid and YWCA. These activities have helped to secure partnerships with various organisations and helped to maintain our commitment to engage with a wide variety of women from various backgrounds.

An exciting new and ongoing partnership was established with The Bridges Programmes, where an innovative course started to address the issues surrounding literacies tutors working effectively with ESOL learners, and the need for experienced English teachers from other countries to be encouraged to consider careers in adult / community education in Scotland. This programme allowed the ALN Project to effectively support ESOL Literacies learners by offering expert tuition from teachers who have not only taught English before, but have themselves become proficient

in English as a second language. The students responded well to tutors who could empathise with their difficulties in grasping the language and often provided anecdotes relating to settling in a new country and culture.

Another exciting development this year is in partnership with the Glasgow West Regeneration Agency based Aspiring Young Women Project. We were asked to tutor a group of young women aged between 15-25 with the aim of producing an article for a local newsletter. This course ran for 5 weeks and as a result the young women were keen for us to work with them again to further improve their skills in literacy based work.

ALN group and one-to-one support was provided to students on the Social Sciences course delivered by Stow College and based within the Wayside Day Centre. College tutors relied on the support of GWL's ALN staff to help clarify learning points and support the class when reading and writing was involved. We are delighted that

our ALN study skills support for Stow College courses held at the Wayside Day Centre was short listed for the 2008 Award for Student Learning at Scotland's Colleges Awards in November. Out of 36 projects that helped enhance students skills, this joint project, of which we were an integral partner, was considered worthy of being one of the top 3 candidates.

Library Services Development

Wendy Kirk, Librarian

We were thrilled to welcome our Librarian, Wendy Kirk, back from Maternity Leave following the birth of her beautiful baby boy, Will. Since her return, Wendy has completed the development of a new classification scheme for the GWL collection, and the task of classifying our 20,000+ books is nearly complete. We were delighted to be able to invest in a new Library Management System this year – a long awaited development, and the introduction of this system, Heritage, will see the entire collection catalogued and available online in the near future.

The GWL Website

**Helen MacDonald,
Administration Worker**

The Library website, at www.womenslibrary.org.uk, has continued to develop, with an increase in website traffic over the year.

Consultation within the staff team lead to a significant restructuring of the website, with content organised into five main sections (About the Library, The Collection, Learning at GWL, Support GWL and News). This restructuring was complemented by a subtle redesign to produce a clearer, more accessible website. In addition, the new website was developed on the WordPress content management system, enabling the entire staff team to add new content. This led to the creation of new sub-sections, notably the 'GWL Recommends' section, featuring book reviews by staff and library users.



The redesigned, redeveloped website was launched in November 2008 (above), and quickly proved to be a success. Increased levels of traffic across the site were tracked using Google Analytics, implemented on the site from July 2008. Google Analytics also provided insight into the thousands of people who visit the Library website – nearly 7,500 in the nine months from July 2008 to March 2009, with about 25% of those making return

visits. We were able to see surges in website activity following online news coverage of our Heritage Lottery Fund award, as well as a gradual, consistent rise in the overall website traffic. We were also able to observe that, while the majority of website users are based in the UK, we attract visitors from across the globe, from the USA to India.

Use of Google Webmaster Tools enabled us to ensure that the Library website was successfully optimised for search engines, and a large percentage of website users arrived via Google. For example, the Library's book club page has been consistently high in search results for 'book clubs in Glasgow', resulting in a significant rise in the number of related enquiries about the book club.

As well as continuing to develop the main GWL website, we started to develop the Library's wider presence online, with the formation of our very popular Facebook Group and Page. The Library also proved ahead of the crowd, having signed up to Twitter in July 2008. The GWL Kettle (twitter.com/gwlkettle) was set up to provide a more informal point of contact between the Library and our users, providing snapshots of Library life as well as quick links and updates for Library activities.



Volunteers and Placements at GWL

The role of volunteers at GWL continues to be invaluable and our dedicated team always brings a diverse range of skills and talents to the Library, ensuring it operates successfully on a day-to-day basis. Each individual woman donating her time to Glasgow Women's Library brings with her unique skills and abilities that combine collectively to create a valuable and positive resource for volunteers and users alike.



Staff and Volunteers ran the Glasgow Women's 10K and raised over £1,300 to 'keep GWL running!'

Volunteers often view donating their time as a step towards building confidence, value and self-esteem and also developing new skills. The Library is able to meet these needs and offer a safe, supportive space where women of all ages and from a wide range of backgrounds are encouraged to develop proficiency and ability in many areas.

Glasgow Women's Library's flexible approach means that time spent volunteering depends upon individual requirements and can vary from set block placements to a couple of hours a month. This year, 25 women were involved in our volunteering programme, undertaking a range of tasks and projects on the ALN and BME Projects, Lifelong Learning Programme and Library Services. We would like to thank them all for their commitment and dedication to GWL.

Outreach Work, Networking and Training

We always welcome the chance to participate in partnership working and outreach opportunities, and to raise the profile of Glasgow Women's Library through public events, conferences, seminars and discussions. This year, GWL workers were involved in the following:

Partnership Working

- * Glasgow University Settlement, 'Find a Solution' programme
- * Scottish Mental Health Arts and Film Festival
- * Amnesty International
- * West End Festival
- * Glasgow University Creative Writing Postgraduate Course
- * Friends of the Glasgow Necropolis
- * Scottish Migration Network
- * Youth Counselling Services Assoc.
- * East Pollokshields Project
- * The Village Storytelling Centre
- * Scottish Refugee Council
- * Transmission Gallery
- * Women's Library, London
- * WEA
- * Paths For All
- * Civicus World Assembly
- * Engender
- * Merchant City Festival
- * Glasgow West Regeneration Agency
- * Glasgow College of Nautical Studies
- * Strathclyde Centre for Lifelong Learning
- * Anniesland College
- * Langside College
- * Stow College
- * Glasgow Anti Racist Alliance
- * National Library of Scotland
- * Glasgow Print Studio

Outreach Work

- * Women @ Work, Argyll (Lochgilphead)
- * Hillhead Library
- * St Mungo Museum Of Religious Life and Art
- * The Priory Hospital Eating Disorders Unit
- * Wigton Women's History Group, Borders
- * Bridges Programmes
- * Glasgow School of Art
- * Aspiring Young Women, Drumchapel
- * Wayside Day Centre for Homeless People
- * Shri Guru Tegh Bahadur Gurdwara
- * Pollokshields & Govanhill Integration Network
- * Minority Ethnic Elderly Care (MECC)
- * Pollokshields Development Agency
- * National Resource Centre for Minority Ethnic Health
- * Mental Health Forum
- * Crossroads, Govanhill
- * SHINE Conference, Edinburgh
- * Govanhill Social Inclusion Project
- * Reach Community Health
- * Dixon Carers
- * Roshni Women's Group

Income & Expenditure for the year ended 31 March 2009

Income	£
Grant Income	8,668
Membership/GWL Friends	4,500
Sales	615
Donations	6,253
Fundraising	1,637
Sundry Income	76
GCC - Voluntary Organisation Grant	6,176
Scottish Government - Database	4,032
GCC - Lifelong Learning Grant	23,000
Lesbian Services and Resources	5,432
GCC - Adult Literacy & Numeracy Grant	49,149
GCC - Librarian post	30,000
Scottish Government - Change Management	33,164
BME Project	76,900
Scottish Government - National Lifelong Learning	32,665
HLF Matched Funding	3,000
Big Lottery Investing in Ideas	10,000
Women on the Shelf Initiative	2,480
Bank Interest	616
	<u>298,363</u>
Expenditure	
Rent & Rates	225
Insurance	687
Heat & Light	1,412
Wages	34,895
Pensions	1,175
WIS Database	153
Telephone	73
Post and stationery	3,484
Travelling	181
Repairs and renewals	277
Sundry expenses	1,133
Life Long Learning Project	23,000
Scottish Government - National Lifelong Learning	22,190
Adult Literacy & Numeracy Project	47,401
Paths to Health Project	1,070
Librarian	34,261
BME Women's Project	72,649
Mitchell Stage D	47,041
Women Make History	1,420
Auditors' remuneration	2,303
Bank charges	3
	<u>295,033</u>
Operating (deficit) / surplus for year	3,330
Accumulated funds brought forward	56,508
Surplus carried forward	59,838

The Staff Team

Staff involved in Glasgow Women's Library between 1st April 2008 and 31st March 2009 were:

Board of Directors

Dorothy McLelland (Chair)
Catherine Martin (Treasurer)
Susan Garde *Pettie*
Sue Rawcliffe
Christine Reid
Val Atkinson (resigned 30 June 2008)

Paid Staff

Sue John *Strategic Development Manager*
Adele Patrick *Lifelong Learning and Creative Development Manager*
Syma Ahmed *Black and Minority Ethnic Women's Development Worker*
Laura Dolan *Lifelong Learning Assistant*
Alison Gardiner *Administration and Finance Worker (part-time)*
Pauline Healy *Adult Literacy and Numeracy Tutor*
Wendy Kirk *Librarian*
Helen MacDonald *Administration and Finance Worker (part-time)*
Kay McKie *Adult Literacy and Numeracy Development Worker*

Volunteers

Sabah Ahmed
Caroline Baptie
Ashley Beamer
Rona Beveridge
Catherine Chan
Joanna Crawford
Georgina Dennis
Catherine Dyer
Joyce Graham
Laine Farquhar
Rose Filippi
Clare Fleming
Vicky Flett
Kayleigh Hirst
Margaret Johnston
Louise McCann
Amy McDougall
Pauline McHue
Zoe McPhail-Smith
Laura McVean
Aime Mungo
Aysha Musleum
Shamaila Noorane
Nisha Ramayya
Sadaf
Julie Simms
Caroline Sloane
Marian Thom
Elinor Toland
Helen Watt
Nuala Watts
Iris Weaver
Lorraine Williams
Pauline Wood
Violet Uwera

Placement Trainees

Christina Bechelli *University of Glasgow*
Emma Blaxter *Smith College, Northampton, Massachusetts*
Alice Childs *University of Glasgow*
Emily Freeman *Smith College, Northampton, Massachusetts*
Laura Harrison *University of Glasgow*
Jin Huang *University of Glasgow*
Jilly Jeffrey *University of Strathclyde*
Laura McGeoch *University of Glasgow*
Alison Purdie *University of Strathclyde*
Angela Pusram *University of Strathclyde*
Suzanne Reichart *Europa-Universität Viadrina, Frankfurt*
Yvonne Kucuk *University of Glasgow*

Acknowledgements

Glasgow Women's Library would not be able to deliver its unique services, innovative projects and valuable resources without the help and support of a great many people. The Directors and staff team would like to extend their thanks to everyone who has contributed to the work of the Library during the past year:

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All our volunteers, placement trainees, learners, 'Friends', 'Women on the Shelf' Sponsors, GWL users, supporters and donors, and also, in no particular order and with apologies for anyone overlooked...

Ian Corcoran; John Wilkes; Louise McKenzie; Jackie Zambonini; Karen Cunningham; Gordon Anderson; Ann Henderson; Amanda McDonald; Heather Middleton; Charlie Barker; Fiona Dean; Kirsty Hood; Jean Girdwood; Isabel Munro; Ann Donovan; Valaine Middleton; Nina Baker; Esther Breitenbach; Liz Davidson; Jackie Kay; Anita Shelton; A. L. Kennedy; Pam Currie; Suzanne Bonnar; Alison Spurway; Teresa Lakey; Chris Buckland; David Freckleton; Sally Clegg; Josephine Aitken; Anna Caro; Denise Mina; Veronica Ferguson, Scottish Business in the Community; Catriona Reynolds, Arts and Business; Nikki Cameron; Fiona Frank; Zoe Strachan; Louise Welsh; Alison Ryan; Professor Margaret MacDonald; Laura Fitzpatrick at the Ambassadors and the cast and staff members of The Vagina Monologues at the Theatre Royal; and Chris Coleman-Smith, Emma Campbell and Lucy Beltran at Gareth Hoskins Architects

Our Auditors: Gerber, Landa and Gee.

All the reviewers and contributors to GWL News...

...your support and generosity is so greatly appreciated,

THANK YOU ALL!

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