



**“You make your own Shed, it is not
something you are given”**

**Learning about community capacity
building from the spread of Men’s Sheds in
Scotland**

Report for the Joint Improvement Team
By Myra Duncan of md consulting

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Thanks

I would like to thank all those who contributed to this report by agreeing to be interviewed and completing the questionnaire. Thank you for your time and honest feedback and for agreeing for your feedback to be used to provide learning. Thank you to those who provided additional information as background resources.

Myra Duncan

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1 Executive Summary

This is a report on a piece of investigative research undertaken to find out why the community based initiative Men's Sheds has spread across Scotland and whether there is any learning to be drawn from this which might be shared and applied to other community based initiatives.

Men's Sheds has spread fairly rapidly across several locations in Scotland over the last 2 years. The research identified a possible 49 Men's Sheds in existence or being developed, 42 of which were confirmed. In 2013 there were 6 Men's Sheds in existence, 16 were set up in 2014 and for 2015 a further 20 are either acquiring premises or being planned. These Sheds are in 18 of the 32 local council areas and are in different economic and social environments.

Men's Sheds started in Australia in the 1990s focused on improving men's health and wellbeing. This idea is still evident in the Sheds in Scotland, however their purpose has extended; all the Sheds described their purpose in a similar way: *of bringing (principally) men together to do what they want to do, to meet others, to participate in shared interests and activities, to 'hang out with other men', to utilise skills and share learning, and to give something back to the community.*

Many Men's Sheds were set up for older men, however many have extended their 'membership' to adult men and remain men-only. Some have women users, some have an intergenerational focus and some have been set up with specific health improvement aims.

The research found that the spread of Men's Sheds was supported by five factors, and that the first two factors came together at a time when local organisations were aware of community needs and were in a position to act:

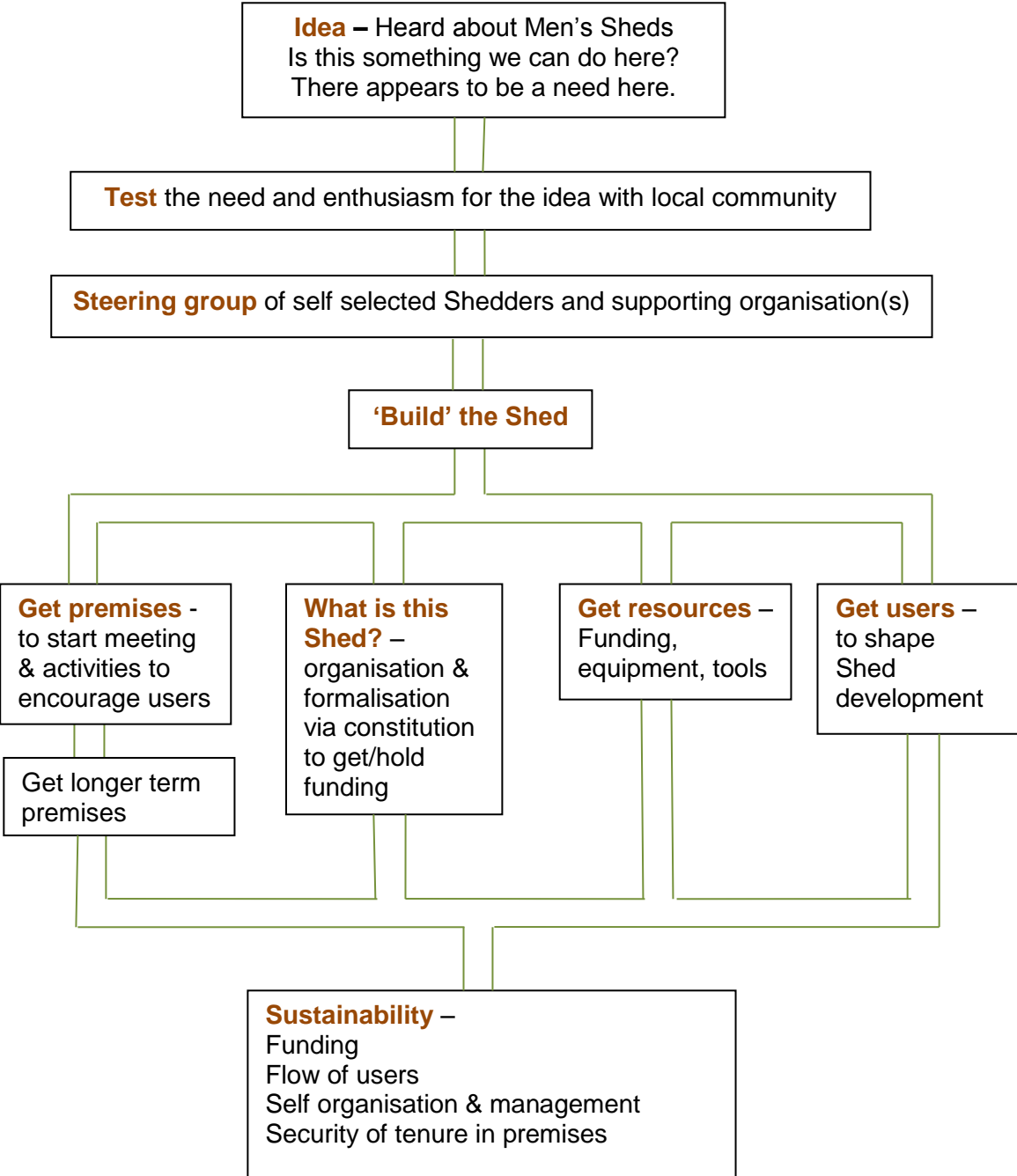
- Information about Men's Sheds was widely available
- Knowledge of local community needs
- The assets of the men in local communities
- Capacity and skills within local statutory or third sector organisations
- The flexibility of the concept

The research found that each Shed developed in its local context and that it was the needs which were presenting in those particular environments which provided the opportunity to use the concept. It appears that social isolation within a section of the community which may not previously have been associated with this, and hence unrecognised, has been a significant factor in the spread of Men's Sheds.

As well as the needs presenting in the particular environment, the assets of that section of the community have been instrumental in taking forward individual Sheds and their spread; assets such as knowledge, experience, skills, capacity, enthusiasm and networks.

Although each Shed developed specific to its local context, the research found that establishing a Men's Shed followed a typical path and that there were key supports, challenges and learning at each step in the path.

The Typical Path to a Men's Shed



While each Shed followed its own path, there were a number of commonalities in terms of the key supports and challenges, which indicate that there is learning.

Idea

- Key supports –
 - Community development worker resource with knowledge of the local community.
 - Access to sources of information and knowledge networks.
- ❖ Key challenges –
 - ❖ Different agendas of different agencies which might compromise potential for action.

- ✓ Key learning –
 - ✓ Knowledge of the local community, its needs and gaps in services matching this with ideas of potential initiatives.

Test

- Key supports –
 - Organisational capacity and support to discuss Men’s Sheds with local community groups.
 - Knowledge of local networks and channels for advertising meetings and other events.
- ❖ Key challenges –
 - ❖ Self limiting nature of single meetings and events in terms of potential audience coverage.
 - ❖ Identifying individuals who might be interested to attend meetings.
 - ❖ Overcoming unenthusiastic perceptions of council-run meetings.
- ✓ Key learning –
 - ✓ Engagement with communities is an ongoing dialogue rather than one-off meetings on specific topics, which might be used to consider in more detail something which has been identified through the ongoing dialogue

Steering Group

- Key supports –
 - Community development worker (or similar) capacity to assist the Steering Group.
 - Sheddors’ experience and knowledge and local networks.
- ❖ Key challenges –
 - ❖ Letting the Sheddors decide how to develop the Shed.
 - ❖ Ensuring that the administration is seen as important.
 - ❖ Building the relationships on the Steering Group.
- ✓ Key learning –
 - ✓ Dedicated capacity is required to assist the Steering Group.
 - ✓ The capacity needs to include facilitation and coaching skills to support capacity building.
 - ✓ Administration and funding for the Steering Group needs to be in place.
 - ✓ Sheddors’ experience, skills and networks should be used as the primary resources to establish the Shed.

‘Build’ the Shed

‘Build’ the Shed - Get Premises

- Key supports –
 - Local council Estates departments in identifying premises.
 - Opportunity for Community Asset Transfer.
 - Community Development Worker (or similar) introductions.
 - Local business engagement and donations.

- Organisations providing premises for minimal rent.

❖ Key challenges –

- ❖ Bureaucratic processes to secure premises.
- ❖ Different priorities of local council departments.
- ❖ Advocacy required to promote the Men's Shed.
- ❖ Retaining interest whilst securing premises.

✓ Key learning –

- ✓ Aligning the tensions of policy and practice regarding Best Value with community initiatives.
- ✓ Potential for earmarking premises for community use.
- ✓ Potential for streamlining processes to reduce the time and burden for community groups.

'Build' the Shed - What is this Shed?

➤ Key supports –

- Assets of the Sheddors - knowledge and experience.
- Sheds being established based on what the Sheddors want.
- Supporters providing help with administrative processes.

❖ Key challenges –

- ❖ Administration associated with becoming a constituted body.
- ❖ Perceptions of the Shed, particularly as a service by professionals and as a place for old men by the community and potential users.
- ❖ Sources of funding may have restrictive criteria, eg age, purpose, and requirements for evaluation and evidence for outcomes.
- ❖ The formalisation of what Sheddors wanted as a social activity/hobby

✓ Key learning –

- ✓ Community initiatives should be established on the basis of what the community wants. The imposition of other agendas creates a risk to the success of community initiatives.
- ✓ Individual community initiatives do not sit in isolation which brings opportunities for broader social capital to be developed.
- ✓ Community initiatives should be established using the assets of that community.
- ✓ Supporting organisations should recognise the wider benefits of community initiatives, which might not be easy to measure.
- ✓ Supporting organisations' policies and priorities for local community developments should reflect community needs and wants and be embedded across the organisation.
- ✓ Supporting organisations should reflect on and be flexible with criteria for providing resources to support community initiatives.

'Build' the Shed - Get Resources

➤ Key supports –

- Minimal running costs through beneficial arrangements regarding premises.
- Community Development Worker (or similar) capacity and expertise.
- Peer support from other Sheds.

- Local organisations – donations and funding.
- ❖ Key challenges –
 - ❖ Funding the set up of a Shed.
- ✓ Key learning –
 - ✓ Potential for minimising costs to Sheds when they are part of a bigger initiative.
 - ✓ Potential for providing start up costs and funding for a minimum period of time to allow the shed to get established.
 - ✓ How priorities and initiatives are disseminated across organisations to be supportive to communities.

'Build' the Shed - Get Users

- Key supports –
 - Local knowledge and networks of the Shedders.
 - Local media.
- ❖ Key challenges –
 - ❖ Having a Shed to show potential users.
 - ❖ Keeping interest of men when premises are not available for them to participate in activities.
- ✓ Key learning –
 - ✓ Using the knowledge and networks of people involved in a community initiative to promote it via word of mouth.

Sustainability

- Key supports –
 - Capacity and assets of the Shedders, eg for fundraising, decision making
 - Local sources of funding.
 - Enthusiasm for using the Shed.
- ❖ Key challenges –
 - ❖ Achieving low running costs.
 - ❖ The need to keep chasing funding.
 - ❖ Becoming self sufficient in administration of the Shed and self organising.
 - ❖ Attracting younger users.
 - ❖ The 'normality' of Sheds might disadvantage them in funding scenarios.
- ✓ Key learning –
 - ✓ Sustaining an initiative requires transfer of knowledge from supporting organisations to the community.
 - ✓ Supporting organisations should reflect on their longer term role with community initiatives, eg ensuring that doors are kept open and opened when the operating environment changes.
 - ✓ Increasing focus on evidence based investment, measuring benefits of investment and the application of improvement science may not be compatible with community led initiatives.

Learning applicable to wider community work

Additionally a number of common themes emerged throughout the path. Therefore the research indicates that there is learning which might be transferable to other contexts and other initiatives.

- ✓ The key learning is that 'one size does not fit all, tailoring will work'. Each community initiative must be based on a community's needs, its wish to identify with those needs and the utilisation of that community's assets to meet its identified needs.
- ✓ Organisational support and capacity at a local level is required to complement the capacity and assets within the community and to act as a connector and facilitator to help when required.
- ✓ Local communities have capacity and enthusiasm to support locally run initiatives and will do so.
- ✓ Communities must own and make the decisions about their initiatives; support should be focused on knowledge transfer, building capacity and self sustainability as soon as possible.
- ✓ Non-financial and financial support is important, initiatives don't necessarily need large amounts of money, however require capacity, expertise, financial support 'in kind' and introductions to open doors.
- ✓ The Community Empowerment (Scotland) Bill will offer opportunities for organisations and communities to find solutions to some of the current barriers to developing successful community based initiatives.
- ✓ Community initiatives may not fit neatly into boxes. Organisations need to be flexible in adapting their priorities to meet community needs and reflecting on the use of criteria and metrics to demonstrate benefits of investments.
- ✓ Communities recognise different time frames for action and organisations need to be more 'fleet of foot' in their support and minimise bureaucracy.

2 Introduction

This is a report on a piece of investigative research to understand how a particular community based initiative - Men's Sheds - has spread across Scotland and what learning can be taken from this and applied to support the spread of other community based initiatives.

The report provides feedback from people who are involved in Men's Sheds. They are either users of Sheds (Shedders) or supporters of Sheds (Supporters); supporters in the sense of providing financial and/or non-financial support to Sheds. It summarises what has been learnt and offers suggestions for the application of this learning in other initiatives.

The report is organised:

- To give an overview of the current status of Men's Sheds in Scotland and of its spread.
- To follow the typical path of the development of a Men's Shed to explore in more detail the factors contributing at each stage and the key learning.
- To draw out the learning and principles that might be transferred to other community capacity building initiatives.

3 Aims of the Research

The aims of the research were to:

- Identify the spread of the Men's Shed movement in Scotland and the factors which have contributed towards this.
- Understand the similarities and differences in local contexts where Men's Sheds have been, or are in the process of being developed.
- Understand the resources required to develop and (where possible) sustain a Men's Shed.
- Draw out transferable learning about the spread of this movement which can be shared with Integration Authorities and other key stakeholders in Scotland.

4 Methodology

The research was carried out between September and December 2014 and comprised the following elements:

1. Desk research to identify and confirm information on Men's Sheds in Scotland.
2. Qualitative interviews on a face to face, video conference or telephone basis with a total of 33 people - 15 Shedders, 18 Supporters, representing 29 different Sheds.
3. Questionnaire to collect qualitative information on the same areas as the interviews from a total of 13 people; 3 Shedders and 10 Supporters representing 12 different Sheds.

A total of 49 Sheds were identified, of which 42 were confirmed; qualitative information was collected on 41 Sheds which is 83% of the total identified and 97% of those confirmed.

Information was collected from a total of 46 people - 18/39% were Sheddors; 28/61% were Supporters. The larger proportion of Supporters is explained by:

- Three of the Supporters were within national organisations which were or had been supporting Shed development in a number of geographic regions, however were not personally actively involved with a Shed at the time of the research. Taking this into account the research sample of people active in a Shed was 43 - 18/42% Sheddors and 25/58% Supporters.
- In a few cases individual Sheddors who had been approached to participate in the research advised that they would discuss and pass to the person who was supporting them to respond. This was exclusively in the Sheds which are in the early stages of development.

All information and data in this report is based on information about 'Sheds' that have identified themselves as a Men's Shed, and has been confirmed by either a Shedder or a Supporter.

5 Background

5.1 Community Capacity Building

From its work with local Partnerships across Scotland, the Joint Improvement Team (JIT)¹ is aware of many examples of work which seek to build the capacity of local communities to become equal partners in producing their own health and social care outcomes. However the challenge is spreading and sustaining these examples in a way which adapts to different local contexts rather than spreading a one-size-fits-all model.

Men's Sheds is an example of a community capacity building initiative that has spread to many localities across Scotland.

5.2 Men's Sheds

Men's Sheds first began in Australia in the 1990s as one of a number of ideas put into action after the first national health conference dedicated to men in Australia in 1995. The main aims of a Men's Shed were improving health and wellbeing, providing health information and supporting social interaction and friendships. Men also realised they could come together around practical tasks on a regular basis, particularly if they had a designated place or workshop where tools and work in progress could be stored.

As the number of Sheds has grown year on year, the aims of a Men's Shed have also become much more varied since their foundation; their demographic profile has

¹ JIT is a strategic improvement partnership between the Scottish Government, NHS Scotland, CoSLA, the Third Sector, the Independent Sector and the Housing Sector
Creativity, collaboration and continuous improvement

also changed, with women and younger men participating in Sheds and women's sheds 'She'ds' developing. In Australia it is estimated that there are currently 500 Sheds involving some 30,000 men. Men's Sheds have spread to New Zealand where it is estimated there are around 50 'menz sheds', to Ireland where it is estimated there are over 100 Sheds, to England where there are approximately 50 Sheds, and Scotland, where the first Men's Shed using this concept was set up in 2013.

6 Men's Sheds in Scotland

The research identified a possible 49 Men's Sheds either in existence or being developed in Scotland. Of these 42 have been confirmed and a list of these is contained in Appendix 1. This is not a comprehensive list of all Men's Sheds as some were identified but not confirmed; it is also accurate only at the date of this report as the development of an individual Shed and the number of potential Sheds being considered is very fast moving.

Although they are very varied in terms of their origins, particular aims and user group(s), all the Sheds on the list have self identified as a Men's Shed. They all described their purpose in a similar way:

Of bringing (principally) men together to do what they want to do, to meet others, to participate in shared interests and activities, to 'hang out with other men', to utilise skills and share learning, and to give something back to the community.

Men's Sheds have spread across Scotland over the last two years, principally since 2013. The first Men's Shed developed using the Australian concept was opened in 2013 in Westhill, Aberdeenshire, with the Sheds at Macmerry, East Lothian and Oban in Argyll and Bute also opening that year. Sheds which have identified with the concept were in existence prior to that, specifically Broxburn Woodcraft Club in West Lothian, and the Ecology Centre in Kinghorn, Fife; the Orbiston Men's Group, which has also self identified as a Shed, was established in 2013.

During 2014 16 Sheds were established in that they are meeting and engaged in activities in either temporary or permanent premises. For 2015 8 Sheds are in the process of acquiring premises and a further 12 Sheds are in active discussion.

Men's Sheds have been established in 18 (of 32) council areas. The geographic spread is set out in the table below:

Council Area	In Existence	Acquiring Premises	Active Discussion
Aberdeenshire	2	4	5
Angus			1
Argyll & Bute	2		
City of Edinburgh	1		
Dumfries & Galloway	2	1	
East Dunbartonshire		1	
East Lothian	2		
East Renfrewshire	1		
Fife	2		

Council Area	In Existence	Acquiring Premises	Active Discussion
Glasgow City			2
Highland	1	1	1
North Lanarkshire	3		
South Lanarkshire		1	1
Moray	2		
Perth & Kinross	2		
Renfrewshire			1*
Scottish Borders	1		
West Lothian	1		1*

* has premises, exploring local community interest

Sheds have been established in different environments and the particular context/environment itself does not appear to be a significant factor in their spread. The research found that they have been established in urban and rural areas, areas classified as socially and economically deprived, towns which have experienced significant growth due to being within commuting distance of a city or as places where people retire to, former industrial towns and areas identified for regeneration and renewal.

It appears that it is the needs which are presenting in those particular environments which provide the opportunity to use the concept, ie Sheds are as likely to be set up successfully in a rural area as an urban area, in an area of economic deprivation as in a more affluent area. It appears that it has been a level of social isolation within communities which has been a significant factor in the spread of Men's Sheds. In this case within a section of the community which may not previously have been associated with social isolation, and hence was unrecognised. The research found that Sheddors were very keen to become active within their Shed as quickly as possible and Supporters commented on the enthusiasm of Sheddors to take things forward; both commented on their frustration with the length of time that processes such as becoming constituted, finding premises and the Community Assets Transfer process took. Many said that it probably takes c2 years to set up a Shed.

7 The Spread of Men's Sheds

The research indicates that the spread in establishing Men's Sheds has been supported by some key factors:

- Information about Men's Sheds was widely available.
- Knowledge of local community needs.
- The assets of the men in local communities.
- Capacity and skills within local statutory or third sector organisations.
- The flexibility of the concept.

There also appears to be an indication that the first two of these factors came together at the right time. Work had been ongoing in localities to explore improving the health and wellbeing of men within communities, particularly older men, through the Reshaping Care for Older People Programme, and therefore local organisations had knowledge of needs and were in a position to act. A number of Supporters

indicated that the idea to develop a Men's Shed was being supported through the Reshaping Care for Older People Programme Change Fund.

7.1 The availability and dissemination of information about Men's Sheds

Over the last two years information about Men's Sheds has been widely and easily available through a range of channels, "flavour of the month" as quoted by some interviewees. Importantly this information has been both theoretical on the concept and potential benefits of Men's Sheds and practical on how to set up and run a Men's Shed. It has also been made tangible through visits to Sheds and peer support. The key channels have been:

- A range of conferences with Sheddors as speakers and running workshops, eg
 - The First National Scottish Men's Shed conference held in May 2013 at Westhill Men's Shed, supported by Age Scotland, Garioch Community Planning Group, Aberdeenshire Council and Outside The Box.
 - A workshop showcasing the Ecology Centre Men's Shed, Fife, at a conference held in March 2014 by Generations Working Together.
 - A conference held in February 2014 at the University of Strathclyde Centre for Lifelong Learning with Professor Barry Golding, Patron, Australian Men's Sheds Association.
- Personal and professional networks –
 - Sheddors and Supporters quoted having heard about Men's Sheds through family members and friends, and visiting Sheds whilst on holiday/visiting relatives in Australia and England, and through Facebook contact.
 - Sheddors fed back that they had heard about Men's Sheds by attending a meeting hosted by either/and the local council, Age Scotland, local council for voluntary organisations.
 - Supporters said that they had heard about Men's Sheds through their professional networks, particularly newsletters.
- Peer support –
 - Many Sheddors and Supporters had visited existing Sheds in Scotland, principally Westhill, the Ecology Centre Men's Shed and Macmerry.
 - Sheddors had used materials from the Westhill Men's Shed, the UK Men's Shed Association and the Australian Men's Shed Handbook. Such as constitution templates, videos on how to set up a Men's Shed.
 - Material is freely available via websites and Facebook pages.
 - Local Men's Sheds networks have been established to share experience and provide mutual support, such as the Lanarkshire Men's Shed Network and the Glasgow Men's Shed Association. The Scottish Men's Shed Association has been established in 2014.
- National and local press coverage –
 - Sheddors and Supporters said they had seen coverage of Men's Sheds' in local and regional press and stories carried by national newspapers over the last year, eg opening events.

7.2 Knowledge of local community needs

The information was received by people who had perceived a need for something for men to do within their community. Shedders said that it struck a chord with them as individuals and if that was the case there were probably other men in the same situation. There was a lack of activities for men, there was nowhere for them to meet other men with similar interests, they wanted something to do or to work on projects with others, to learn and share skills and to contribute to the community. Supporters said that they were aware that there was nothing for men to do locally, activities were mostly taken up by women, men tended not to participate in existing activities, and many saw the potential benefits of the concept in their specific areas of interest, such as health and wellbeing, eg suicide prevention, older men, skills training for young men and long term unemployed, intergenerational activities.

7.3 Assets of the men in the community

Shedders and Supporters were clear that Sheds are what the men in the community want them to be and that they must be owned by them –

“You make your own Shed, it is not something you are given”, Shedder

“It’s their Shed, they make their own decisions”, Supporter.

The Shedders and many of the Supporters described the experience and skills within the community and the desire to put them to use. The Shedders came from a variety of backgrounds and brought professional, managerial, craft, engineering and other skills and knowledge and were keen to make use of these and to pass them on. They used these and their own networks to develop their Sheds, eg supervisory and health and safety arrangements, training on machines and equipment, setting up social media, making things to raise funds, approaching local organisations for financial support.

The research found that the men who became involved in establishing their Shed were focussed on action and moving things forward quickly and were frustrated in the length of time some processes took; they perceived them as over bureaucratic for the purpose of the Shed. Supporters commented on the enthusiasm and speed at which men wanted to set up the Shed, “One Shedder said to me that he can’t wait 2 years, he might be dead by then!”, Supporter

7.4 Capacity and skills within local statutory or third sector organisations

The assets of the men in the community were complemented by the support of local organisations, usually local third sector organisations or councils. All Sheds indicated that they had been supported by such an organisation at some point in their development. In most Sheds this support was current. The research found that the type of support was predominantly the time and skills of a Community Development Worker or someone in a similar role and included funding or financial support in kind, eg use of a council premises for meetings. The type of support was specific to the Shed and the local environment, varied at each stage of development and in all cases the intention was for the Shed to be self organising and self sustaining as soon as possible. Supporters indicated that they/their organisation would remain accessible for future support, depending on what the Sheds wanted; in a few cases

Sheds had indicated that they did not wish to become a constituted body and would remain within their Supporting organisation's governance framework.

The research indicates strongly that the practice of a combination of co-production and asset based approaches has built capacity within the individuals, the Sheds and the wider community. The specific support provided is described in Section 8.

7.5 Flexibility of the concept

The research indicates a consensus about the overall purpose of Men's Sheds (Section 6 above) and the activities within the Sheds are the same in many cases, however each Shed is specific to its locality in what it is and how it has been developed. It is difficult to define what a Men's Shed is – "It is what you want it to be", Shedder. Some Sheds retain a strong purpose associated with improving health and well being, however many have moved away from this specific focus wanting to ensure a perception that coming to the Shed was a normal thing for men to do. A large number of Sheddors and Supporters commented on the benefits of Men's Sheds to men's health and wellbeing, quoting instances of men relating improvements in their health, sharing their experiences of ill health and ceasing some medications (with GP advice).

This flexibility of concept has allowed Sheddors to identify easily with the Men's Shed concept and Supporters to identify opportunities within their organisational programmes to act.

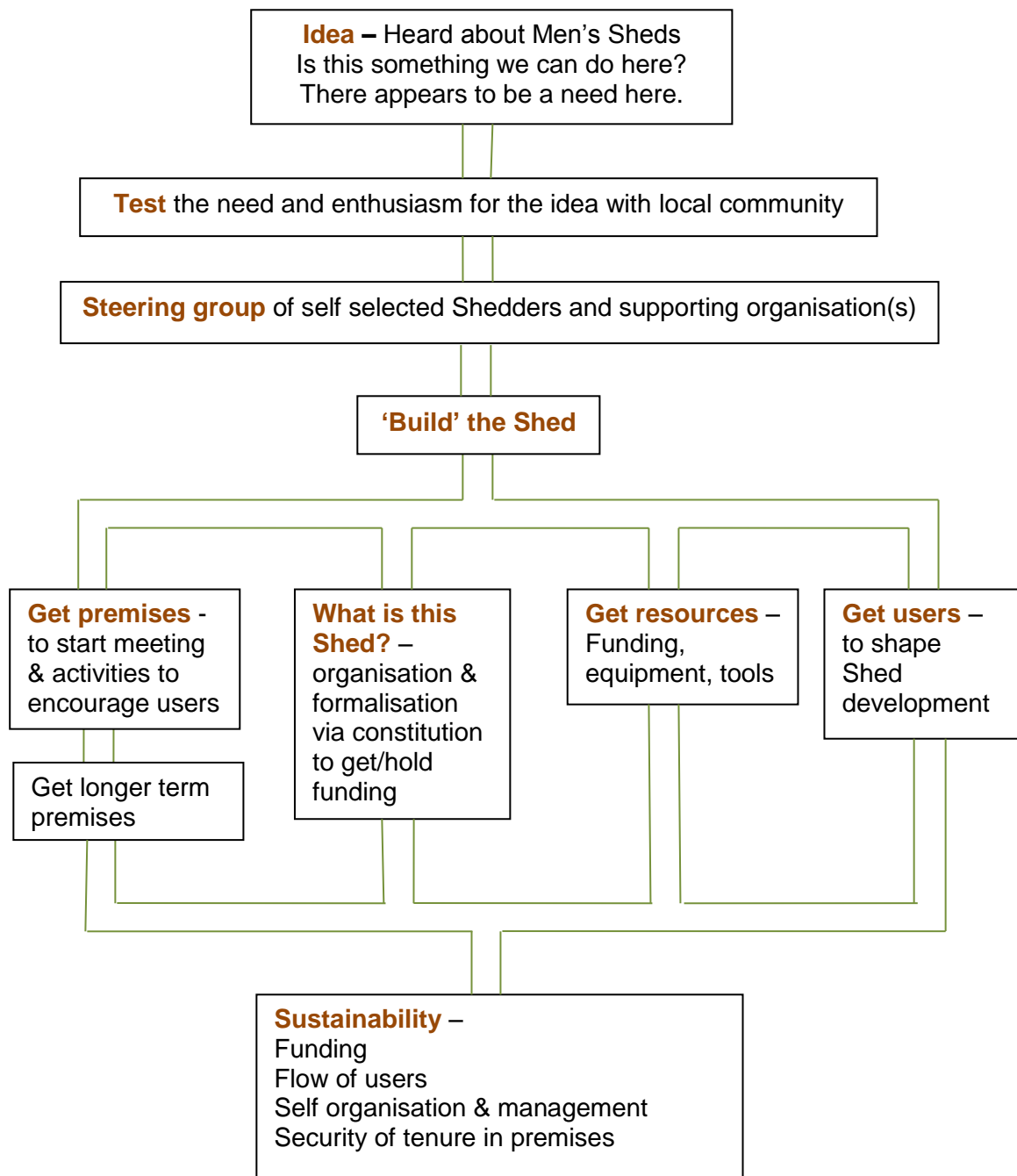
Each shed is a reflection of its users. In some cases a Shed is hosted and has been supported in its development by a local organisation and the ethos of this organisation runs through its activities, eg an upcycling² focus or a focus on refurbishing furniture. Most Sheds are used 100% by men, some have a small percentage of women users, many were set up for older men, however most of these now have younger users age from 16+.

Many Sheddors and Supporters said their Sheds were for retired, unemployed or underemployed (men). Sheddors said that they did not want the Sheds or them to be labelled, that they were 'normality'.

8 The Typical Path to a Men's Shed

Feedback from Sheddors and Supporters indicates that establishing a Men's Shed follows a typical path. This is shown in the diagram below:

² **Upcycling** is the process of converting waste materials or useless products into new materials or products of better quality or for better environmental value.



In a few cases organisations have identified premises or space within existing premises which is not used or underused, and have taken forward the idea of using these as a Men’s Shed. In these cases they have gone to the first step in the path to find out more about the Men’s Shed concept and see if there is a need and demand within the local community; they usually then follow the same path as other Sheds.

Each step of the path is described in more detail, identifying particular supports and challenges and drawing out key learning.

8.1 Idea

In most cases the idea to establish a Men’s Shed came from within a local third sector organisation or the local Council - Supporters. It was usually a Community Development Worker or someone with a similar role. In some cases an organisation

with an existing infrastructure and capacity, eg premises, social enterprise, community company, saw an opportunity to enhance their contribution to local communities through developing the idea, which closely aligned with their purpose. In a few cases it was initiated from within the health improvement programmes of the local Health Board.

Usually the initiator was aware of a gap in services or activities for men in the local community and was looking for something to explore with the local community to fill the gap. The context for this varied. In a number of cases this was within the Reshaping Care for Older People programme, in some cases it was part of work in the areas of suicide prevention, physical and mental health improvement and wellbeing, in some cases it was as part of learning and education and in some it was skills training within employment programmes. A number of Supporters also said that they received referrals from social workers regarding men for which the existing services didn't suit.

The initiator may already have heard about Men's Sheds through their work and networks and usually researched Men's Sheds further through the internet and their networks, including attending conferences. They discussed the idea with colleagues within the organisation and often with partner organisations in the statutory and third sectors. Many also discussed the idea with men who were active within the local community.

- Key supports –
 - Community development worker resource with knowledge of the local community.
 - Access to sources of information and knowledge networks.
- ❖ Key challenges –
 - ❖ Different agendas of different agencies which might compromise potential for action.
- ✓ Key learning –
 - ✓ Knowledge of the local community, its needs and gaps in services matching this with ideas of potential initiatives.

8.2 Test

All respondents indicated that they discussed the idea of a Men's Shed with their local communities to see if there was interest in establishing one. The research found that this discussion is ongoing throughout a Shed's development to attract users and to raise awareness amongst potential local sources of funding and support.

The initial discussion took many forms:

- Meetings hosted usually by the local council and third sector organisations, advertised by sending invitations to local groups, community councils, press releases, leaflets, posters, word of mouth.

- Community Development Worker (or similar) attending meetings of local groups and community councils.
- Pop up Shed event over 3 days, inviting local groups and individuals to bring their activity/craft along.
- Roadshows with information about Men's Sheds held across the region.

A number of Supporters said that where they hosted meetings, there were more representatives from local statutory and third sector organisations than potential Sheddors, however a number of Sheddors said that they had found out about Men's Sheds via a meeting held by the local council.

The meetings and events were funded through existing budgets.

In the few cases where organisations have identified premises or space within existing premises which is not used or underused, they have followed this approach to gauge local interest and support for taking forward a Men's Shed.

- Key supports –
 - Organisational capacity and support to discuss Men's Sheds with local community groups.
 - Knowledge of local networks and channels for advertising meetings and other events.
- ❖ Key challenges –
 - ❖ Self limiting nature of single meetings and events in terms of potential audience coverage.
 - ❖ Identifying individuals who might be interested to attend meetings.
 - ❖ Overcoming unenthusiastic perceptions of council-run meetings.
- ✓ Key learning –
 - ✓ Engagement with communities is an ongoing dialogue rather than one-off meetings on specific topics, which might be used to consider in more detail something which has been identified through the ongoing dialogue.

8.3 Steering Group

In the majority of cases, following these discussions, a small number of men indicated that they were interested in taking forward a Men's Shed and formed a Steering Group together with representatives from the local council and/or local third sector organisations. In one or two cases Supporters of Sheds currently being developed have indicated that their Steering Groups do not yet include any potential Sheddors. The number of Sheddors on the Steering Group ranged from 3 to 6-8; those with small numbers were looking to recruit more.

In some cases Supporters organised visits to existing Sheds for members of the Steering Group and/or they arranged for them to attend one of the conferences cited in 6.1 above.

All of the Sheds indicated that they had received support from either a local third sector organisation, the local council or in some cases local Health Board in the form

of one or more people giving their time to assist the Steering Group. This was usually a Community Development Worker or someone in a similar role. All of the Sheds identified during the research had a local agency involved with them currently. The amount and type of support varied, however the research shows that capacity from this type of role has helped establish individual Sheds. The type of support provided to the work of the Steering Group includes:

- Arranging and administration of meetings.
- Acquisition of information to establish a Shed, including visits to other sheds, sourcing advice.
- Advertising meetings.
- Accessing start up funding/ covering initial costs from own or local budget.
- Help with production of material to advertise the Shed.

The Sheddors will bring their own experience and knowledge and local networks to the Steering Group, and Supporters said that they would seek to fill the gaps through their own knowledge or accessing other colleagues. A number of Supporters said that the Sheddors were not really interested in the administrative side of the work which was a concern regarding future sustainability. Supporters also gave the following descriptions of their role:

- As the Sheddors very often did not know each other, they provided facilitation support to the group ensuring that all different perspectives were considered.
- It felt like they were providing the first step, the 'how to', that the Sheddors would be able to establish a Shed, but did not know how to take the first step.
- In some cases they felt like they were giving permission to the Sheddors to act.
- Sometimes they were confirming the ideas and decisions of the Sheddors; there was a lack of confidence in some areas due to the experience of the Sheddors.

➤ Key supports –

- Community development worker (or similar) capacity to assist the Steering Group.
- Sheddors' experience and knowledge and local networks.

❖ Key challenges –

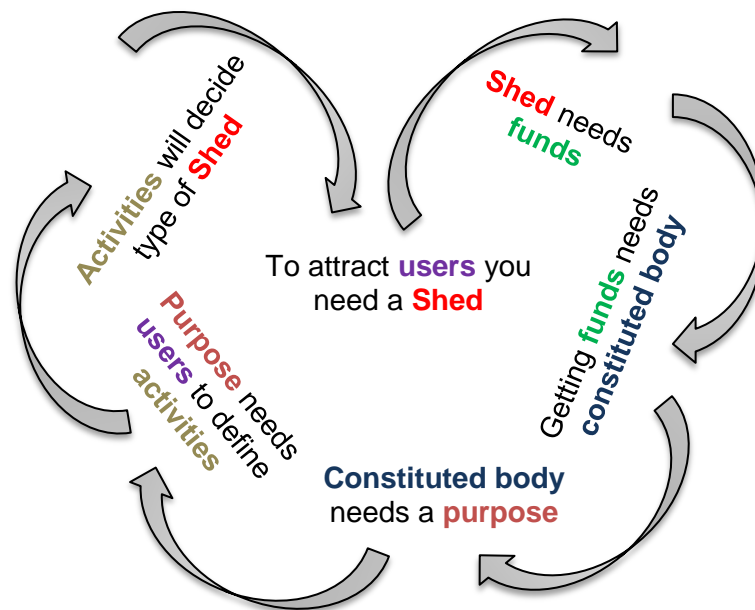
- ❖ Letting the Sheddors decide how to develop the Shed.
- ❖ Ensuring that the administration is seen as important.
- ❖ Building the relationships on the Steering Group.

✓ Key learning –

- ✓ Dedicated capacity is required to assist the Steering Group.
- ✓ The capacity needs to include facilitation and coaching skills to support capacity building.
- ✓ Administration and funding for the Steering Group needs to be in place.
- ✓ Sheddors' experience, skills and networks should be used as the primary resources to establish the Shed.

8.4 'Build' the Shed

The research shows that the Steering Group will take forward a number of interlinked activities in tandem. Shedders were particularly keen to secure premises as soon as possible so that they could start activities and attract users/members. This has presented a conundrum and frustration to Shedders: securing premises and starting activities usually requires being able to hold and attract funds, which usually requires a being a constituted body, which requires a constitution setting out the purpose of the body which requires users/members to decide what the Shed is going to be, which will inform the type and size of premises required, which is information required to secure premises.



8.4.1 Premises

Sheds have normally started in temporary premises, some of which are suitable to carry out activities, many of which are not. Some of the premises are shared, which means that materials and equipment have to be cleared away after each session and their opening days are restricted, some premises are suitable for meetings of the Steering Group but not to undertake activities.

Many Shedders said that the local council had been very supportive in their search for premises, usually through introductions to the Estates (or similar) departments via their Supporter. However that it often took a long time to find premises for a number of reasons:

- the concept and benefits of the Men's Shed had to be sold to departments across the council for them to "get it", and give it some priority.
- councils had sometimes identified premises for commercial disposal, anticipating an income from them. These were surplus to requirements, sometimes in a poor state of repair or identified for demolition, and had potential for use as a Shed.
- some Sheds were going through the Community Asset Transfer process, which they were finding very lengthy due to the approvals via different council committees which are required.
- it required some lateral thinking - sometimes opportunities existed in different departments in the Council and knowledge of these was required, eg

opportunities within regeneration programmes or green energy programmes, might not immediately come to mind as potentially useful for a Men's Shed.

- councils have not been in a position to 'promise' property which will become vacant, eg because of a new school being built.

A number of Sheds had secured beneficial arrangements from local organisations such as councils and churches, regarding their premises (temporary and permanent) such as use free of charge and minimal rent. In a few areas environmental factors make it difficult to find premises, such as where the Council rents rather than owns property and where there is a buoyant private commercial property market. Some Sheddors had considered building a Shed, however felt that the planning and building warrant requirements were too onerous.

The research found that the very nature of a Men's Shed means that property which requires refurbishment can be utilised as the men will do the work themselves. Sheddors said that very often they had secured a start up grant from the local council or another local charitable organisation to do up their shed. They also said that local businesses had provided materials free of charge and made donations.

Sheddors and Supporters said that it was beneficial to have a few meetings and promote the Shed within the community to see what people wanted before committing to medium to long terms premises. They also said that it was very difficult to retain interest in the Shed whilst trying to find premises, both Steering Group and wider interest.

➤ Key supports –

- Local council Estates departments in identifying premises.
- Opportunity for Community Asset Transfer.
- Community Development Worker (or similar) introductions.
- Local business engagement and donations.
- Organisations providing premises for minimal rent.

❖ Key challenges –

- ❖ Bureaucratic processes to secure premises.
- ❖ Different priorities of local council departments.
- ❖ Advocacy required to promote the Men's Shed.
- ❖ Retaining interest whilst securing premises.

✓ Key learning –

- ✓ Aligning the tensions of policy and practice regarding Best Value with community initiatives.
- ✓ Potential for earmarking premises for community use.
- ✓ Potential for streamlining processes to reduce the time and burden for community groups.

8.4.2 What is this Shed?

The research found that the original concept of Men's Sheds being established to improve men's health and wellbeing still features as an outcome for Men's Sheds being established in Scotland. However the motivations behind and purpose of establishing a Shed have extended beyond this. Many Sheddors described their

social isolation and the attraction of a 'communal shed' to do projects on their own and with other men. All Sheddors commented that they wanted to contribute to the local community and all the Sheds in existence have worked on projects for local schools, community groups, charities and participated in community events.

Sheddors were quite clear that their Shed would be developed based on what the users wanted, however they recognised that in order to become financially sustainable they might have to consider different foci or introduce different activities to secure grant funding. Many Sheddors described concerns about perceptions by others, particularly professionals, but also by potential users, about what their Shed was. They want Men's Sheds to be perceived as "normality". Many said they had experienced professionals expecting to be able to refer to them as a service, of expectations that they were a day care centre, and a few said that individuals with additional needs had been brought to the Shed and left without support. They reaffirmed that the Shed was open to all, however they were not a service.

Supporters were also clear that the Sheds had to be developed based on what the men wanted, however the research indicates that organisational agendas, which might have helped initiate the Shed, may not always align with what the Sheddors want. This is particularly the case where funding has been secured through specific programmes, eg Reshaping Care for Older People, health improvement programmes. In some cases there are partnerships of more than one organisation supporting a Shed, and Supporters have indicated that the different organisational agendas within the partnership also cause tensions. Supporters and some Sheddors have indicated that where there are requirements associated with funding such as for evaluation and evidence of outcomes, an additional pressure is perceived to have been applied.

Sheddors and Supporters described the dilemma that faced them in developing their purpose which would form part of their constitution and shape their requirements for premises. They needed to attract users to be able to do this, however many users wanted to see premises and the Shed up and running before joining.

Most of the Sheds that have been established are for men, and many said that was their purpose and they would not want to change that. Many said that women were welcome, however their focus is on activities which are attractive to men. Some have also considered opening for specific periods for women to participate in activities that they wish to; one Shedder described the potential for a "Wee Shed/Men's Shed/She'd" within a premises with different sessions for Everyone/Men/Women. Many Sheddors and Supporters commented that their experience was that there was a change in dynamics when women were present and Sheddors said that they were attracted to the idea of the Shed as it was for men and they sought male company.

A significant number of Sheds were set up for older men. In part this has been due to the support of the Reshaping Care for Older People Programme and local council policies in adult social care. Where this is the case most Sheddors are >55 yrs of age and many are >70 years of age. These Sheds said that they wanted to attract younger men and their 'membership' was for either >16 or >18 year old men. Many Sheds said they were open to all adults, although users tended to be older age groups. Many sheds indicated that they saw opportunities for intergenerational working, and were working for example with local primary schools. Some Supporters

said that a key purpose of the Shed they were working with was to develop it on an intergenerational basis and/or for community learning and swapping skills and knowledge.

Supporters, and Shedders particularly, have grappled with the requirements for formalisation of their Shed. As indicated in 6.4 above, some have chosen not to do so and remain within the umbrella of their supporting organisation. Most Sheds have moved very quickly to develop a constitution to be able to have a bank account and many are registered charities. Most of these have chosen to become Scottish Charitable Incorporated Organisations which provides limited liability and a separate legal identity to organisations that want to become charities but do not want or need the complex structure of company law. One of the main reasons quoted by Shedders for going down this route is to be able to access funding as well as for other benefits attributed to charitable status. Shedders and some supporters said that the potential liability of individuals once the Shed became formalised was a concern, eg bank account, charity trustee.

Many Sheds have produced business plans, which have been required particularly for grant applications; some Shedders said that these processes along with the marketing required and development of a constitution had put some people off becoming involved until the Shed was up and running.

Shedders indicated that their Supporters had helped them significantly in going through the administrative processes, which they felt were time-consuming and bureaucratic. Sheds were also helped by existing Sheds in terms of constitution templates and advice. Established Sheds had a management committee and those which are SCIOs had Boards of Trustees. In many cases the management committee was self selecting, however some Sheds were nurturing the culture of everyone taking a turn.

Many Sheds started by operating on a drop in basis, however most established Sheds said they either operated membership or registration to assist them with health and safety management. Most are free of charge to users, some have a small membership fee. All Sheds and Supporters said that they did not want cost to become a barrier to use. All Sheds have started on a limited opening basis, usually once or twice a week and usually in the daytime. One or two open into the evening.

All Sheds were aware of health and safety issues and many had identified 'Rules of the Shed' in different formats. Many Shedders said that they were familiar with working in a safe way through their (previous) employment and had introduced a 'supervisor' or 'trainer' role with agreed responsibilities and the requirement for such a person to be present whenever the Shed was open.

All Sheds in operation carried insurances.

- Key supports –
 - Assets of the Shedders - knowledge and experience.
 - Sheds being established based on what the Shedders want.
 - Supporters providing help with administrative processes.
- ❖ Key challenges –

- ❖ Administration associated with becoming a constituted body .
- ❖ Perceptions of the Shed, particularly as a service by professionals and as a place for old men by the community and potential users.
- ❖ Sources of funding may have restrictive criteria, eg age, purpose, and requirements for evaluation and evidence for outcomes.
- ❖ The formalisation of what Sheddors wanted as a social activity/hobby

✓ Key learning –

- ✓ Community initiatives should be established on the basis of what the community wants. The imposition of other agendas creates a risk to the success of community initiatives.
- ✓ Individual community initiatives do not sit in isolation which brings opportunities for broader social capital to be developed.
- ✓ Community initiatives should be established using the assets of that community.
- ✓ Supporting organisations should recognise the wider benefits of community initiatives, which might not be easy to measure.
- ✓ Supporting organisations' policies and priorities for local community developments should reflect community needs and wants and be embedded across the organisation.
- ✓ Supporting organisations should reflect on and be flexible with criteria for providing resources to support community initiatives.

8.4.3 Get Resources

The research found that Sheds received financial and non-financial support.

The primary source of non-financial support has been the capacity of a local Community Development worker (or similar). Many Sheddors reported that this support was invaluable in helping them to set up their Shed. This capacity has usually been provided by a local third sector organisation or the local council, sometimes in partnership and with the local NHS Board. The role has varied, depending on the local context, particularly the assets of the Sheddors. The research found that this role included:

- Providing the 'how to' first step and 'giving permission'.
- Providing expertise and experience in processes such as in establishing community bodies and grant applications.
- Being a connector – knowing 'who can' and providing introductions, eg to council departments, local charities.
- Being an ambassador and sometimes an advocate for the Shed.
- Facilitating access to knowledge, eg arranging access to in-house training, visits to other Sheds, talks on health and safety .
- Coaching and supporting confidence building.
- Providing administrative support.
- Covering initial expenses from their budgets.

Many Sheddors reported that local councillors had been very supportive in opening doors for them and some cited individual officials in Council or NHS bodies as having been particularly helpful.

Shedders and Supporters said that they had received support from other Sheds either through direct approaches, social media, or sharing of documents, which have been described in other sections of this report; also that the UK and Scottish Men's Sheds Association were useful sources of support.

Most Sheds have received financial support in kind. This has taken many forms, however principally donations of machinery, equipment and materials. This has come from local businesses, organisations and individuals.

A number of Sheds are in receipt of beneficial arrangements regarding their premises. Some have very preferential lease agreements with their local councils, in some cases they are using premises rent free from such as their local councils and local churches, one Shed described a rates rebate scheme which applies to private landlords who rent at least a certain proportion of a premises to charities.

In some cases the Shed is or will be part of a larger initiative and the premises is part of a larger complex. Supporters saw this providing benefits in terms of the costs of the premises being covered by the host organisation and a guaranteed source of projects, eg upcycling, furniture refurbishment.

Shedders and Supporters reported that finding funding to set up the Shed was a challenge. In the initial stages small amounts of funding are required to cover the costs of meetings and in most cases Supporters have covered this cost from their own operational budgets. All said that the main expense was acquiring the premises and its running costs.

Many Sheds had received start up funding from the local councils' community grants or similar, a number from the Reshaping Care for Older People Change Fund and other specific health funding streams, and some from local churches. Others had received grants or funding from national organisations such as Age Scotland, Big Lottery Small Communities Fund, the Robertson Trust, People's Health Trust, Co-Operative Community Fund; one Shed won the Bank of Scotland Community Fund award for their region. These grants varied in value from a few hundred pounds to a few thousand pounds. Several Sheds quoted receiving grants of c £2-3,000.

Most of the existing Sheds had raised funds by applying to local organisations such as local business groups, community groups, community councils. Some also organised specific fund raising events, such as ceilidh, quiz nights, raffles, taking stalls at local Fairs. Many Sheds reported that they received income from projects on the basis of donations for the work done rather than charging a price.

Those Sheds which have a purpose connected with education, learning and training indicated that they would look to take placements which attract an income for them, eg JobCentre Plus, or to provide courses.

- Key supports –
 - Minimal running costs through beneficial arrangements regarding premises.
 - Community Development Worker (or similar) capacity and expertise.
 - Peer support from other Sheds.
 - Local organisations – donations and funding.

- ❖ Key challenges –
 - ❖ Funding the set up of a Shed.
- ✓ Key learning –
 - ✓ Potential for minimising costs to Sheds when they are part of a bigger initiative.
 - ✓ Potential for providing start up costs and funding for a minimum period of time to allow the shed to get established.
 - ✓ How priorities and initiatives are disseminated across organisations to be supportive to communities.

8.4.4 Get Users

The conundrum faced by Sheds concerning getting users has been described above in Section 8.4. All Sheds said that initially there was a small group of men who were willing to organise and establish the Shed with many more interested in using it once it was open. Shedders from existing Sheds reported that they had a core group of regular users with more men using the Shed on an infrequent basis.

Supporters described their involvement in getting users as being through the initial phase of testing interest in the community, Section 8.2 above. Shedders described a range of initiatives that they undertook to raise awareness and create interest in the Shed. They reported that the most successful method of getting users was through word of mouth via local networks and individual approaches. This included via Steering Group membership and knowledge of local groups and going along to talk to them. Most Sheds produced a leaflet and many have a website or Facebook page. Methods used to advertise the Sheds included (in order of frequency mentioned):

- Word of mouth.
- Talking to local groups and clubs.
- Leaflet distribution – a few sheds had organised a mail drop in the community.
- Putting up posters.
- Distributing flyers, eg at local events.
- Local press coverage.
- Local radio coverage.
- Website or Facebook page.
- Having an open day at the Shed.

These marketing initiatives included finding out what activities men would like to see in the Shed. Most Sheds were established for wood and metal work activities, and to make things. All Shedders said that their Sheds were somewhere for tea and a chat. Other activities include:

- Projects for local organisations, clubs, charities, schools etc.
- Making things – woodwork, woodcraft, metal work, engineering, electronics, leatherwork.
- Social activities – tea, chat, pool, board games, books, DVDs.
- Recycling, upcycling, refurbishing and restoring eg tools, furniture.
- Bicycle workshop.

- Gardening and horticulture – some sheds had access to land.
- Music – playing instruments and listening to this.
- Computers.
- Photography and film making.

Some Sheds also arranged or plan to arrange classes for cooking, first aid, use of a defibrillator and arranged for talks on issues identified by Sheddors, such as men's health; one Shed was planning to offer benefits advice.

- Key supports –
 - Local knowledge and networks of the Sheddors.
 - Local media.
- ❖ Key challenges –
 - ❖ Having a Shed to show potential users.
 - ❖ Keeping interest of men when premises is not available for them to participate in activities.
- ✓ Key learning –
 - ✓ Using the knowledge and networks of people involved in a community initiative to promote it via word of mouth.

8.5 Sustainability

The research identified that both Sheddors and Supporters were very aware of issues of sustainability. They can be grouped into four areas:

- Funding.
- Flow of users.
- Self organisation & management.
- Security of tenure in premises.

A number of Sheds said that the key to sustainability was to keep running costs at a minimum and that this was principally the cost of premises. As has been described in Section 8.4.3 of this report a number of Sheds have secured their premises at peppercorn rent and some have utilities costs included in those arrangements, however a significant number have identified considerable running costs. Sheds have quoted a range of running costs of up to £16,000 pa (£12,500 as rent and the rest as utilities, insurance, day to day expenses). A number said they were working out what their running costs would be as they had not been in operation in their premises for any period of time. Estimates from established Sheds were around £5,000-7,000 pa.

The research found that Sheddors were more optimistic regarding opportunities for funding in the future than Supporters. Sheddors said that they would look for grant funding, particularly for machinery and equipment, and for local funding. Supporters described the difficult financial climate and that the availability of grants would become less, particularly such as local council community grants or similar, from which a number of Sheds had been funded. Sheddors were also aware of the pressure on local budgets and they recognised that they would need to become more expert at meeting funders' criteria. Supporters and Sheddors identified that there

was a risk that if there became a requirement for evidence of benefits, evaluation and metrics associated with funding streams, Sheds might be disadvantaged. Many of the benefits that are becoming apparent from setting up Sheds are not easily measurable and attributable to Sheds, and particularly their 'normality' and general or wider impact of their benefits.

Supporters also commented that the funding in kind provided via capacity of staff such as Community Development Workers might also be restricted in the future, in both the statutory and third sector.

Shedders described the considerable support they had received from their local community and saw this as a key source of future fund raising on a mutually beneficial basis – all sheds said that they wanted to contribute to the local community. Types of local funds sourcing were:

- Projects for local community groups, such as making things, repairs in return for donations.
- Fundraising through staging events.
- Fundraising via local community events, eg taking a stall, raffles.
- Applying to local clubs and charities.
- Hiring out the Shed social space.
- Packing shopping in supermarkets.
- Donations from local individuals and businesses.
- Donations of equipment, tools and materials.

Many Shedders were concerned that they would not 'compete' with local businesses or handyperson services, and that they would not take on commercial contracts as they had moved away from the work environment of pressure and deadlines.

Some Sheds said that they might need to consider a small membership fee, however would only do this as a last resort as it compromised their purpose in that cost should not be a barrier to use.

Shedders also quoted keeping the flow of users as an issue of sustainability. The issue regarding retaining interest whilst the Shed is established is described in Section 8.4.3 above. A few of the well established Sheds said that they were experiencing a lot of interest and had more users that they could accommodate in the space. They were addressing this by extending opening times, however this brought the issue of supervision and they had identified the need for more supervisors. Where Sheds used shared premises, this option was not available and some said they were looking for other or larger premises. Supporters and newly established Sheds also saw this as a potential issue.

The age profile of users has been covered in Section 8.4.2 and Shedders said that they wanted to have a wider age range of users. Many Sheds which had been set up under the Reshaping Care of Older People Programme had extended their 'membership' to over 16 or 18 years of age and wanted to provide activities on an intergenerational basis, particularly to pass on skills and knowledge of older users. They saw this as a way of encouraging future generations of users. Some Sheds open in the evening to facilitate users who have other commitments, eg work, during the day.

The research found that Supporters were planning to reduce their input to Sheds as they became established. They, more than Sheddors, raised the issue of Sheds becoming self sufficient in terms of administration, and self organising. Supporters said that their experience was that this area was not particularly interesting to Sheddors and was where they had provided most support. They indicated that there was a need for Sheddors to become experienced and expert in the requirements of applications for grants, such as developing business plans and articulating their proposals to meet funders' criteria. Some Sheddors said that they had a user who was interested in this area and well established Sheds had agreed a system with members to take turns. However generally they recognised it as a risk, particularly in terms of financial sustainability. Whilst they plan to withdraw from actively supporting Sheds, Supporters did indicate that they would "always retain an interest and be on the end of the phone".

The other area Sheddors identified relating to sustainability was security of tenure of premises. Some Sheds were going through the Community Asset Transfer process, which would give certainty for 5 years, however most were using premises on an annual occupancy basis. There was more security of tenure in those cases where the Shed premises is part of a larger complex.

Many Sheddors said that uncertainty about premises and the need to keep chasing funding was a worry.

- Key supports –
 - Capacity and assets of the Sheddors, eg for fundraising, decision making
 - Local sources of funding.
 - Enthusiasm for using the Shed.
- ❖ Key challenges –
 - ❖ Achieving low running costs.
 - ❖ The need to keep chasing funding.
 - ❖ Becoming self sufficient in administration of the Shed and self organising.
 - ❖ Attracting younger users.
 - ❖ The 'normality' of Sheds might disadvantage them in funding scenarios.
- ✓ Key learning –
 - ✓ Sustaining an initiative requires transfer of knowledge from supporting organisations to the community.
 - ✓ Supporting organisations should reflect on their longer term role with community initiatives, eg ensuring that doors are kept open and opened when the operating environment changes.
 - ✓ Increasing focus on evidence based investment, measuring benefits of investment and the application of improvement science may not be compatible with community led initiatives.

9 So what is the Learning?

A key objective of the research is to understand and draw out transferrable learning about the spread of Men's Sheds which can be shared and of benefit in other community based initiatives.

The research has found that there are some factors which have supported the fairly rapid spread of Men's Sheds across Scotland in the past 2 years. These are described in Section 7. It has also found that developing a Men's Shed follows a common path, regardless of context, and that there is learning at each step of this path. This is described in Section 8. Are these factors and this learning transferrable or specific to Men's Sheds or their local context?

The spread of Men's Sheds has been both specific to the Men's Shed concept and their local context. The transferrable learning to be drawn from that is:

- ✓ for community initiatives to succeed they must be what that community needs and wants.
- ✓ there is capacity and there are assets in communities to take forward initiatives if they identify with the need.

There are a number of the factors and learning points which can be drawn from this example of a community based initiative and taken to be used as principles to support other community initiatives.

- ✓ One size does not fit all, however tailoring will work.
- ✓ Flexibility is required to find a solution to meet local need.
- ✓ The needs of a community should be identified by that community.
- ✓ Communities have capacity and assets to take forward initiatives if they identify with the need.
- ✓ Do not impose. Organisations serve communities. Their policies, priorities, programmes and processes should reflect communities' needs, they should not try to fit communities into their policies, priorities, programmes and processes.
- ✓ Organisations cannot own community based initiatives, they have to be owned by the community.
- ✓ Organisational support is required to establish a community initiative, it should complement the assets and capacity of the community.
- ✓ Organisational support with a focus on transferring knowledge and being a connector and facilitator rather than a doer. With an open door to a reservoir of knowledge and resources.
- ✓ Community initiatives do not always require significant amounts of money to be successful. Non-financial support is as important as financial support and can take many forms.

- ✓ Approaches should aim for sustainability and self management as soon as possible and for embedding in the community as normality rather than an initiative.
- ✓ A combination of an assets based approach and co-production may engender local ownership.
- ✓ The Community Empowerment (Scotland) Bill will offer opportunities for organisations and communities to find solutions to some of the current barriers to developing successful community based initiatives.
- ✓ Local communities have significant resources which they are willing to use to support their community - local businesses, clubs, groups, charities, churches, organisations and individuals.
- ✓ Ideas and examples of practice from elsewhere are valuable sources of support, particularly peer support and tangible help. Marketing of a community initiative locally, within organisations, and more widely will attract attention and support.
- ✓ Community initiatives often do not fit neatly in boxes and may not be easily measurable nor evidence based, indeed they may be creating the evidence. Thus the rigour of improvement science may not lend itself to all community initiatives and different ways of demonstrating the impacts of community initiatives might be more appropriate. Funders particularly should consider this in establishing criteria for grants/funding.
- ✓ Communities may recognise different time frames for action to organisations. Slow, bureaucratic or lengthy organisational processes will lose motivation and enthusiasm and may give the impression that the organisation is not committed to success.

10 Recommendations

It is recommended that:

1. JIT considers the learning identified from the research, the extent to which it adds, confirms or tests existing knowledge in the area of community capacity building and co-production practice.
2. JIT tests the learning from the research with stakeholders, considering its development into principles to guide practice in the spread of community based initiatives.
3. JIT shares the report with stakeholders, those who have contributed to the report and others with an interest.

January 2015

Appendix

List of Men's Sheds in Scotland as at December 2014 – as confirmed by a Shedder or a Supporter

Name of Men's Shed	Aboyne and District Men's Shed
Address of Men's Shed	n/a
Telephone Number	Jason Schroeder - 07964 036821
Contact email address	jason.schroeder@avashire.org.uk
Website/Facebook address	N/A
When did it open/is it planned to open?	Seeking interested parties and create a steering group. Next public presentation February 2015.
Opening hours/proposed opening hours	N/A

Name of Men's Shed	Airdrie Men's Shed
Address of Men's Shed	Flowerhill Parish Church Entrance in Hallcraig Street Airdrie North Lanarkshire ML6
Telephone Number	New Telephone number from 22 December 2014
Contact email address	norma@voef.org.uk
Website/Facebook address	http://www.voef.org.uk/
When did it open/is it planned to open?	2014
Opening hours/proposed opening hours	Wednesdays 1330 - 1530

Name of Men's Shed	Alford and District Men's Shed
Address of Men's Shed	To be confirmed
Telephone Number	Jason Schroeder - 07964 036821
Contact email address	John Reid: reid211@btinternet.com
Website/Facebook address	none
When did it open/is it planned to open?	A constituted group awaiting charity status. In negotiation with Aberdeenshire Council for old school technical building.
Opening hours/proposed opening hours	N/A

Name of Men's Shed	Armadale Shed
Address of Men's Shed	c/o Castle Rock Edinvar Housing Association 1 Hay Avenue Edinburgh EH16 4RW
Telephone Number	0131 657 0633
Contact email address	Heather Macnaughton, Head of Neighbourhood Regeneration Heather.Macnaughton@castlerockedinvar.co.uk
Website/Facebook address	
When did it open/is it planned to open?	In development. Has premises in centre of Armadale.
Opening hours/proposed opening hours	To be confirmed

opening hours	
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Name of Men's Shed	Banchory and District Men's Shed
Address of Men's Shed	n/a
Telephone Number	Jason Schroeder - 07964 036821
Contact email address	jason.schroeder@avashire.org.uk
Website/Facebook address	N/A
When did it open/is it planned to open?	Seeking interested parties and create a steering group. Next public presentation January 2015.
Opening hours/proposed opening hours	N/A

Name of Men's Shed	Barrhead Men's Shed
Address of Men's Shed	c/o Barrhead Skills Centre Unit 2 Robertson Street Industrial Estate Robertson Street Barrhead G78 1QW
Telephone Number	07936 106008
Contact email address	barrheadmensshed@gmail.com
Website/Facebook address	http://barrheadmensshed.weebly.com
When did it open/is it planned to open?	Opened June 2014
Opening hours/proposed opening hours	Please email or telephone in the first instance. Mondays and Fridays 1000 - 1300

Name of Men's Shed	Broxburn Woodcraft Club
Address of Men's Shed	Strathbrock Centre 189a West Main Street Broxburn West Lothian EH52 5LH
Telephone Number	The telephone number of the centre is 01506 771 733
Contact email address	Contact via the website
Website/Facebook address	www.broxburnwoodcraftclub.org
When did it open/is it planned to open?	Been open for over 35 years
Opening hours/proposed opening hours	0900 – 0900 Monday to Friday Saturday morning for maintenance and upkeep

Name of Men's Shed	Carse of Gowrie & District Men's Shed
Address of Men's Shed	Swan House Dundee Technology Park Dundee
Telephone Number	01382 562638
Email address	derek@derekkeiller.co.uk
Website/Facebook address	www.carseofgowriemensshed.webs.com
When did it open/is it planned to open?	August 2014
Opening hours/proposed opening hours	We open on a Wednesday afternoon but plan to open other days as demand grows

Name of Men's Shed	Craigmillar Men's Shed
Address of Men's Shed	C/O Carr Gomm Space 11 Harewood Road, Edinburgh EH16 4NT
Telephone Number	07766 923 687
Email address	scottmcnair@carrgomm.org.uk
Website/Facebook address	www.carrgomm.org
When did it open/is it planned to open?	We will be meeting in a room in the local library until we get premises.
Opening hours/proposed opening hours	Please contact for dates/times of meetings

Name of Men's Shed	Crosshill, near Lochgelly
Address of Men's Shed	Benarty Tool Shed at BRAG Enterprises Crosshill Fife
Telephone Number	01592 891567
Contact email address	jo@theecologycentre.org
Website/Facebook address	http://theecologycentre.org/333_ToolWorkshop.html
When did it open/is it planned to open?	April 2014
Opening hours/proposed opening hours	Mon, Thu and Fri 1330 - 1630

Name of Men's Shed	Men's Shed at CACE
Address of Men's Shed	CACE ARCA Business Centre Dunswood Road Wardpark South Cumbernauld G67 3EN
Telephone Number	01236 451393
Email address	steven@careatcace.com
Website/Facebook address	www.careatcace.com
When did it open/is it planned to open?	February 2014
Opening hours/proposed opening hours	Currently 2 mornings per week. Currently planned for increase to an additional 3 rd (full) day in 2015

Name of Men's Shed	Men's Shed Dumfries
Address of Men's Shed	Shed sessions take place at: Dumfries Town Band Community Hall Noblehill, Dumfries From the spring of 2015, sessions will take place at: Moffat Memorial Centre, Dumfries Temporary office address: NHS Health Improvement Team Oliphant Centre for Health Improvement Lochfield Road Primary Care Centre Dumfries DG2 9BH

Telephone Number	01387244410
Email address	dyfrighywel@nhs.net
Website/Facebook address	
When did it open/is it planned to open?	Doors opened May 2014.
Opening hours/proposed opening hours	Currently 1100 - 1300 Mon & Wed. When in the new venue, opening hours will be extended to at least 5 days a week, with different activities on each day. Men will be able to drop in for a cuppa whatever activities are on.

Name of Men's Shed	Dunbar Shed
Address of Men's Shed	Belhaven Church Hall Dunbar East Lothian
Telephone Number	01875 615423
Contact email address	gayle@strive.me.uk
Website/Facebook address	www.strive.me.uk https://www.facebook.com/pages/Strive-Wellbeing/647970058635499?ref=hl
When did it open/is it planned to open?	2014
Opening hours/proposed opening hours	Wednesdays 1000

Name of Men's Shed	East Kilbride Men's Shed
Address of Men's Shed	St James Retail Park, Hairmyres East Kilbride G74 5QD
Telephone Number	07795 090696
Contact email address	Liz Hight, CLHSP, gw14hightliz@glow.sch.uk
Website/Facebook address	
When did it open/is it planned to open?	Expected to be open Easter 2015
Opening hours/proposed opening hours	To be confirmed

Name of Men's Shed	Ellon & District Men's Shed
Address of Men's Shed	Premises expected to be confirmed early 2015
Telephone Number	
Contact email address	ellonmensshed@gmail.com
Website/Facebook address	www.ellonanddistrictmensshed.blogspot.co.uk
When did it open/is it planned to open?	Currently meeting in Ellon, please contact for details. Premises expected to be confirmed early 2015
Opening hours/proposed opening hours	To be confirmed

Name of Men's Shed	The Tool Shed in Fife
Address of Men's Shed	The Ecology Centre Kinghorn Loch

	Burntisland Fife KY3 9YG (please note their address is changing)
Telephone Number	Telephone - 01592 891567
Contact email address	jo@theecologycentre.org
Website/Facebook address	http://theecologycentre.org/333_ToolWorkshop.html
When did it open/is it planned to open?	March 2011
Opening hours/proposed opening hours	Tue & Wed 1300 – 1600 Friday 0930 - 1230

Name of Men's Shed	Forfar & District Men Shed
Address of Men's Shed	Montrose Rd. Centre Prior Rd Forfar
Telephone Number	01575 577241
Email address	hodgeg@angus.gov.uk
Facebook address	Forfar & District Men Shed
When did it open/is it planned to open?	Established June 2014
Opening hours/proposed opening hours	Tuesday, Wednesday and Thursday – 1000 – 1600

Name of Men's Shed	Galashiels Men's Shed
Address of Men's Shed	The Yellow Room Langlee Community Centre
Telephone Number	0845 6023921
Contact email address	n.sargent@vcborders.org.uk
Website/Facebook address	www.vcborders.org.uk
When did it open/is it planned to open?	July 2014
Opening hours/proposed opening hours	Wednesdays & Thursdays 1300 - 1600

Name of Men's Shed	Glasgow Area Men's Shed
Address of Men's Shed	
Telephone Number	
Contact email address	menssheds@gmail.com
Website/Facebook address	https://www.facebook.com/mens.shedglasgow
When did it open/is it planned to open?	Looking for premises
Opening hours/proposed opening hours	To be confirmed, currently meeting at Strathclyde University Continuing Learning Centre

Name of Men's Shed	The Glenkens Men's Shed
Address of Men's Shed	The Old Smiddy Balmaclennan Dumfries & Galloway
Telephone Number	c/o 01644 420374
Email address	brian@catstrand.com
Website/Facebook address	Not established yet

When did it open/is it planned to open?	January 2015
Opening hours/proposed opening hours	To be confirmed

Name of Men's Shed	Hamilton & District Men's Shed
Address of Men's Shed	c/o Hamilton Accies Football Club Cadzow Avenue, Hamilton Lanarkshire ML3 0FT
Telephone Number	c/o 01698 454105
Contact email address	n/a
Website/Facebook address	n/a
When did it open/is it planned to open?	The Shed will be formally launched on 27 January 2015
Opening hours/proposed opening hours	2 days a week 1000 - 1600

Name of Men's Shed	Huntly and District Men's Shed
Address of Men's Shed	Cooper Pavilion
Telephone Number	01466 793732 mobile: 0777861933
Contact email address	Callum Whitelaw: callum@huntlymentalhealth.org
Website/Facebook address	Facebook : Networks-of-Wellbeing
When did it open/is it planned to open?	Huntly Men's Shed group sit within the Networks of Wellbeing Charity. They are in the stage 2 phase of a Community Asset Transfer with Aberdeenshire council for the Cooper Pavilion.
Opening hours/proposed opening hours	Not sure

Name of Men's Shed	Inverness
Address of Men's Shed	3 Gordon Terrace Inverness
Telephone Number	01463 418122
Contact email address	alan@friendship-services.com
Website/Facebook address	www.facebook.com/mensshed.inverness
When did it open/is it planned to open?	February 2014
Opening hours/proposed opening hours	Tuesdays 1000 - 1300

Name of Men's Shed	Inverurie & District
Address of Men's Shed	Currently meeting in the Community Centre, Inverurie
Telephone Number	
Contact email address	info@inveruriemensshed.co.uk
Website/Facebook address	http://www.inveruriemensshed.co.uk
When did it open/is it planned to open?	New premises expected Spring 2015
Opening hours/proposed opening hours	Open Mondays & Thursdays, 1100-1600

Name of Men's Shed	Kirkintilloch Men's Shed (East Dunbartonshire)
Address of Men's Shed	Unit 12 Kilsyth Road Workspace Kilsyth Road Kirkintilloch Glasgow G66 1QE
Telephone Number	07784 773 991
Contact email address	strathkelvinmenssheds@gmail.com
Website/Facebook address	https://www.facebook.com/strathkelvinmenssheds https://twitter.com/EDMensSheds
When did it open/is it planned to open?	We have secured premises and are beginning work to fit out the interior from January 2015. We are open to new members and our membership is increasing steadily. We are working together on our building and our operational procedures. We aim to have a formal launch event in Spring 2015.
Opening hours/proposed opening hours	We will aim to open 4 days per week, 1000 – 1500 Monday, Tuesday, Friday & Saturday

Name of Men's Shed	Lochgilphead
Address of Men's Shed	
Telephone Number	01546 704804
Contact email address	tracy.preece@nhs.net
Website/Facebook address	
When did it open/is it planned to open?	A group is currently meeting as a Shed Social to gauge interest and plan the Shed
Opening hours/proposed opening hours	

Name of Men's Shed	Lockerbie Men's Shed
Address of Men's Shed	Still seeking premises
Telephone Number	
Contact email address	lockerbiemensshed@gmail.com
Website/Facebook address	https://www.facebook.com/LockerbieMensShed
When did it open/is it planned to open?	LMS will be operating from the early part of 2015
Opening hours/proposed opening hours	A minimum of one afternoon per week, increasing as funding / premises allow.

Name of Men's Shed	Lybster Tool Shed
Address of Men's Shed	Latheron, Lybster and Clyth Community Development Company Seaview House Lybster KW3 6AH
Telephone Number	Telephone: 01593721283
Contact email address	Email: ericlarnach@btconnect.com
Website/Facebook address	http://www.lccdc.btck.co.uk/
When did it open/is it	Planned to open between March and May 2015

planned to open?	
Opening hours/proposed opening hours	To be confirmed

Name of Men's Shed	Macmerry Men's Shed
Address of Men's Shed	Macmerry Village Hall Westbank Road Macmerry East Lothian
Telephone Number	01875 615423
Contact email address	gayle@strive.me.uk
Website/Facebook address	www.strive.me.uk https://www.facebook.com/pages/Strive-Wellbeing/647970058635499?ref=hl
When did it open/is it planned to open?	2013
Opening hours/proposed opening hours	Tuesday and Thursday 1300 - 1630

Name of Men's Shed	Moray Men's Sheds - Fochabers
Address of Men's Shed	Fochabers Institute 15 High Street Fochabers IV32 7EP
Telephone Number	
Contact email address	
Website/Facebook address	
When did it open/is it planned to open?	September 2014
Opening hours/proposed opening hours	Wednesdays 1000 - 1400

Name of Men's Shed	Moray Men's Sheds - Forres
Address of Men's Shed	c/o Moray Waste Busters Ltd Waterford Recycling Centre Forres IV36 3TN
Telephone Number	01309 675618
Email address	d.vincent933@btinternet.com
Website/Facebook address	n/a
When did it open/is it planned to open?	Opened Sept 2014
Opening hours/proposed opening hours	Currently Monday & Thursday 1000 - 1300

Name of Men's Shed	Nairn
Address of Men's Shed	No home as yet
Telephone Number	c/o 01667 455620
Contact email address	c/o Nairn@rcophighland.org.uk
Website/Facebook address	n/a
When did it open/is it planned to open?	Trying to secure suitable premises. No start date yet.
Opening hours/proposed opening hours	To be confirmed

opening hours	
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Name of Men's Shed	The Shed in Oban
Address of Men's Shed	18 Stevenson Street Oban PA34 5NA Next to the Salvation Army Hall.
Telephone Number	01631 564839
Contact email address	https://www.facebook.com/obanshed
Website/Facebook address	Maggie@argyllvoluntaryaction.org.uk
When did it open/is it planned to open?	Opened 2013
Opening hours/proposed opening hours	Drop in between 1200 and 1600 on Mondays, Wednesdays and Fridays. Free community workshop operated by the Oban Salvation Army Community Church in partnership with Argyll Voluntary Action.

Name of Men's Shed	Orbiston Men's Group
	NB Group has chosen not to give itself a name. They refer to themselves only as the Men's Group
Address of Men's Shed	Orbiston Neighbourhood Centre Busby Road, Bellshill, North Lanarkshire ML4 2BW
Telephone Number	01698 842215
Email address	info@oncbellshill.org
Website/Facebook address	www.oncbellshill.org
When did it open/is it planned to open?	April 2013
Opening hours/proposed opening hours	Orbiston Men's Group meets Mondays 1230 - 1530

Name of Men's Shed	Paisley Men's Shed - OSKAR'S
Address of Men's Shed	55 Clark Street, Paisley PA3 1QS
Telephone Number	(0141)- 847-6626
Contact email address	karen.gilligan@kibble.org
Website/Facebook address	https://www.facebook.com/oskarspaisley
When did it open/is it planned to open?	Expected to be open January 2015
Opening hours/proposed opening hours	Please contact for opening hours

Name of Men's Shed	No name yet Parkhead
Address of Men's Shed	No premises yet
Telephone Number	07825 754531
Email address	jimreid@carrgomm.org
Website/Facebook address	n/a
When did it open/is it planned to open?	Planned to have it open by end of 2014

Opening hours/proposed opening hours	To be confirmed
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Name of Men's Shed	Peterhead and District Men's Shed
Address of Men's Shed	In process
Telephone Number	Jason Schroeder – 07964 036821
Contact email address	jason.schroeder@avashire.org.uk
Website/Facebook address	N/A
When did it open/is it planned to open?	The group is in the process of being constituted and becoming a Scottish Charity. The group are looking for premises and have approached Aberdeenshire Council
Opening hours/proposed opening hours	N/A at this stage

Name of Men's Shed	Portlethen and District Men's Shed
Address of Men's Shed	In process
Telephone Number	Jason Schroeder – 07964 036821
Contact email address	jason.schroeder@avashire.org.uk
Website/Facebook address	www.portlethenmensshed.co.uk
When did it open/is it planned to open?	This is a registered Scottish Charity. They are in the stage 2 phase of a Community Asset Transfer with Aberdeenshire council for premises. – Plan to open June 2015.
Opening hours/proposed opening hours	Monday, Wednesday, Friday – 1000 - 1600

Name of Men's Shed	Remake Scotland Open Shed
Address of Men's Shed	Remake Scotland Unit 2, Crieff Visitor Centre Muthill Road Crieff Perthshire PH7 4HQ
Telephone Number	01764 655733
Email address	info@remakescotland.co.uk
Website/Facebook address	www.remakescotland.co.uk
When did it open/is it planned to open?	April 2014
Opening hours/proposed opening hours	Tuesday 1000 – 1300 Friday 1200 - 1430

Name of Men's Shed	Scottish Men's Sheds Association
Address of Men's Shed	Wester Mains Campfield Aberdeenshire AB31 4DR
Telephone Number	07964 036821
Contact email address	info@scottishmsa.org.uk
Website/Facebook address	http://www.scottishmsa.org.uk/ Facebook and You Tube Channel: Scottish Men's Sheds Association
When did it open/is it planned to open?	2014

Proposed Opening Hours	Monday to Friday 1000 - 1700
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Name of Men's Shed	Stonehaven and District Men's Shed
Address of Men's Shed	n/a
Telephone Number	Jason Schroeder - 07964 036821
Contact email address	jason.schroeder@avashire.org.uk
Website/Facebook address	N/A
When did it open/is it planned to open?	Seeking interested parties and create a steering group. Next public presentation February 2015.
Opening hours/proposed opening hours	N/A

Name of Men's Shed	Turriff and District Men's Shed
Address of Men's Shed	n/a
Telephone Number	Jason Schroeder - 07964 036821
Contact email address	jason.schroeder@avashire.org.uk
Website/Facebook address	N/A
When did it open/is it planned to open?	Seeking interested parties and create a steering group. Next public presentation February 2015.
Opening hours/proposed opening hours	N/A

Name of Men's Shed	Westhill Men's Shed
Address of Men's Shed	Hays Way Westhill Aberdeenshire AB32 6XZ
Telephone Number	07881 533754
Contact email address	contact@westhillmensshed.co.uk
Website/Facebook address	http://www.westhillmensshed.co.uk
When did it open/is it planned to open?	2013
Opening hours/proposed opening hours?	Mondays 1000 - 1600, Wednesday 1500 - 2000 Fridays 1000 - 1600