



Glasgow City Council

Contracts and Property Committee

Report by Director of Legal and Administration

Contact: Maureen Fitzpatrick Ext: 76406

Item 1

12th June 2025

**RESPONSE TO QUESTION RAISED AT THE
CONTRACTS AND PROPERTY COMMITTEE ON 1st May 2025**

Purpose of Report:

To provide a response to the question raised at the Contracts and Property Committee on 1st May 2025.

Recommendations:

It is recommended that the Committee notes the content of this report.

Ward No(s):

Citywide: ✓

Local member(s) advised: Yes ☐ No ☒ consulted: Yes ☐ No ☒

Contracts and Property Committee

1st May 2025

Enquiries from Elected Members

Agenda Item 4	Provision of Construction Works for Block C Avenues and George Square Public Realm.
Question 1 Cllr Rankin	Cllr Rankin raised a question at the Committee around the statement in the report that the contractor recommended for award had confirmed that they have no gender pay gap issues. Cllr Rankin expressed surprise at this and requested further information on what is meant by no gender pay gap issues.
Response	<p>Please see further information below in relation to the statement regarding the recommended contractor having no gender pay gap issues.</p> <p>This was notified by the contractor to the council at the time of gathering information at framework stage. The contractor has since confirmed that this remains the current position and that they have no gender pay gaps.</p> <p>Further to this they have provided salary band details of staff that supports their statement. In addition, they have informed that site-based operatives are all currently male, and whilst they have had various job advertising strategies, they have had no female job applicants to date. If they did, they would be paid in line with their male counterparts of similar experience and skills-set.</p>
Agenda Item 5	Provision of Cash Collection Services.
Question 1 Cllr Hutchison	Cllr Hutchison referred to G4S Cash Solutions (UK) Ltd and their unethical actions in Gaza and how did they pass our ethical policy.
Response	<p>As set out in the committee report, the cash collections service provision was procured via a mini competition process from Lot 4 of Scotland Excel's (SXL) framework for Security Services and Cash Collection, reference 2322.</p> <p>Scotland Excel have confirmed: "With regards to the tender process, the tenderers had to complete the Single Procurement Document (SPD) including Part 3 (mandatory exclusions), as well as complete a human trafficking declaration form".</p> <p>To support committee members understanding, the SPD requires bidders to declare whether they have been involved in serious misconduct or unethical practices, such as:</p> <ul style="list-style-type: none">• Corruption• Human trafficking or modern slavery

	<ul style="list-style-type: none">• Child labour or unsafe working conditions• Environmental offences• Fraud, tax evasion, or bankruptcy <p>In addition, G4S Cash Solutions (UK Ltd) completed the council’s Professional Integrity Certificate (PIC) and confirmed compliance with the six elements as detailed below:</p> <table><tr><td>That the supplier/provider recognises and understands its statutory obligations in terms of the Modern Slavery Act 2015 and the Human Trafficking and Exploitation (Scotland) Act 2015, and any subsequent regulations, orders or guidance, as amended from time to time</td></tr><tr><td>That it has nothing to declare in terms of the legislation nor has it been convicted of any relevant offence</td></tr><tr><td>That the supplier/provider does not exploit assets in illegal settlements in the Occupied Palestinian Territories or any other illegal settlements throughout the world</td></tr><tr><td>That the supplier/provider complies with all international humanitarian obligations in accordance with international law</td></tr><tr><td>That no person who is a member of the administrative, management or supervisory body of the supplier/provider nor anyone who has power of representation, decision or control in relation to the Bidder has breached any of the above-mentioned laws or engaged in any activity proscribed above</td></tr><tr><td>That the supplier/provider has used all reasonable endeavours to ensure that its supply chain complies with all of the above requirements</td></tr></table>	That the supplier/provider recognises and understands its statutory obligations in terms of the Modern Slavery Act 2015 and the Human Trafficking and Exploitation (Scotland) Act 2015, and any subsequent regulations, orders or guidance, as amended from time to time	That it has nothing to declare in terms of the legislation nor has it been convicted of any relevant offence	That the supplier/provider does not exploit assets in illegal settlements in the Occupied Palestinian Territories or any other illegal settlements throughout the world	That the supplier/provider complies with all international humanitarian obligations in accordance with international law	That no person who is a member of the administrative, management or supervisory body of the supplier/provider nor anyone who has power of representation, decision or control in relation to the Bidder has breached any of the above-mentioned laws or engaged in any activity proscribed above	That the supplier/provider has used all reasonable endeavours to ensure that its supply chain complies with all of the above requirements
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Question 2 Cllr Kelly	Cllr Kelly asked for further information on what has influenced G4S Cash Solutions (UK) Ltd Community Benefits offer to employ two additional staff to support delivery of the contract, considering they are the incumbent supplier.						
Response	<p>G4S Cash Solutions (UK) provided the following clarification:</p> <p>“Given that we work in a cyclical industry that involves large strategic customers and financial institutions, our business experiences fluctuations due to both the winning of new contracts and the natural attrition of existing ones. Consequently, we undertake an annual restructuring process to ensure our operations remain profitable and are aligned with these evolving circumstances.</p> <p>Furthermore, we consistently address a certain level of employee attrition within our Glasgow branch, which encompasses our Cash in Transit, Cash Centre & Vault, and Coin Centre operations. The proposed staffing levels for new full-time and part-time employees are a direct reflection of our current business needs, taking into account</p>						

	<p>both our strategic customer engagements and the necessity to manage attrition effectively.”</p> <p>Confirmation that there are no substantial changes to the service requirements under this contract.</p>
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