



Strategic Plan

2026-2031



RECYKE-A-BIKE.CO.UK
REPAIR | RE-LOVED BIKES | TRAINING | HIRE | OUTREACH



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A Strategy Shaped by Inclusivity

This Strategic Plan exists to ensure that Recyke-a-bike's work is driven by lived experience and responds directly to the needs of the people and communities we support. Inclusion, accessibility and equity were the guiding principles throughout its development, shaping both the priorities we have set and the ways we intend to deliver them.

When developing this plan we began with a clear question: how do we ensure our services continue to remove barriers to cycling for those who are least likely to access it, while remaining a strong, sustainable organisation? To answer this, we placed service users, delivery staff and partners at the centre of the process, using insight from lived experience, learning from our delivery and community feedback to inform this strategic direction.

This approach ensures the strategy is grounded in real need rather than assumption and focuses on outcomes that we know matter to our communities: increased access to cycling, improved confidence and skills, and wider social, health and environmental benefit. It also provides funders and partners with confidence that resources will be used effectively, responsively and in ways that maximise our impact.

The result is a clear direction of travel for the next five years, underpinned by evidence, collaboration and reflection. It balances ambition with realism, setting priorities that are achievable, measurable and flexible enough to adapt to changing contexts, while remaining firmly rooted in our values and purpose.

About Recyke-a-bike

Recyke-a-Bike has been pedalling positive change since 2005. Our mission is simple but powerful: use cycling to lift people out of poverty, boost health and education, and create a cleaner, greener community. Put simply, we're here to help more people into work and more bikes into our communities.

At Recyke-a-bike, how we deliver our services is just as important as what we deliver. We continuously review and adapt our processes to ensure efficiency, effective resource management, and produce high-quality outcomes for the communities we serve. By incorporating the insights and lived experience of service users into service design and delivery, we make sure our programmes are accessible, inclusive, and responsive to real needs. This approach allows us to maximise impact while using resources responsibly, demonstrating good management and accountability to funders and stakeholders.

Collaboration is central to achieving these goals. We actively build networks and partnerships with complementary organisations to expand our reach, share expertise, and deliver innovative services that could not be achieved alone. By working strategically with other charities, community groups, and local authorities, we avoid duplication, strengthen the cycling sector locally, and ensure that every investment in our work delivers maximum benefit for participants and communities.

Using the bike as a vehicle for change, Recyke-a-bike promotes better physical and mental health, opens pathways to training and employment, and strengthens inclusion, accessibility, sustainability, and connections across the communities that we serve.



Our Story

Recyke-a-bike began as a small recycling social enterprise in Fallin, under the name of Fallin Community Enterprises. It was established as there was a distinct lack of employment and training opportunities in the area, and our inspiring founders wanted to help rectify that.

General recycling quickly grew into a very much bike specific job club, using bike recycling as work experience for our early members. The building we had in Fallin became too small to house all of the wonderful bikes, staff and volunteers so Recyke-a-bike, as it was known by then moved to Riverside. After some years at Riverside, we needed a new home again and so moved to our current building in Causewayhead in 2015.

Over the years we've seen a lot of growth and development, and we now offer various training services and cycling outreach work across the Forth Valley and further, in addition to our recycled bike sales and repairs through our well stocked and modestly priced shop.



Our Vision, Mission and Values



Our Vision is a healthy, economically and environmentally sustainable Scotland where vibrant communities work together making them great places to live, work and relax.



Our Mission is to use cycling, bikes and social inclusion to change and improve lives across Scotland. We will improve sustainability, poverty, health and wellbeing, social isolation, employability and cycling within the Scotland region.



Our Values:

- People are our greatest asset, everyone is part of the team, valued and respected whether paid, placement, volunteer, or customer.
- Anyone who wants to cycle should have access to a bike, cycle training and safe cycle infrastructure.
- Equality of opportunity should be a human right, and we will work to improve people's opportunities for work, life and cycling.
- Vocational jobs and qualifications are just as important to individuals and society, and we will support their achievement.
- We only have one planet, and our work must be done in an environmentally responsible manner.



Strategic Planning Process – Our Values into Action

This strategy was developed through a collaborative and reflective process that drew on a wide range of perspectives and evidence. We gathered feedback through consultations and surveys, and through ongoing conversations with staff, volunteers and trustees, ensuring that lived experience and operational insight were central to shaping the plan.

This was supported by a review of delivery over the previous strategic period (2023-2026), helping us to understand what worked well, where progress was more challenging, and where priorities needed to shift. Together, this approach has helped us to set a clear, realistic and shared strategic direction for the coming 5 years.

This 2026-2031 Strategic Plan focuses on four key priorities:

1. Increasing Outreach and Engagement
2. Developing our Workforce
3. Ensuring a Strong, Sustainable, and Environmentally Responsible Organisation
4. Improving Health, Wellbeing and Social Outcomes

Our strategy is underpinned by our vision, mission and values. We are confident that the focused strategic outcomes set out in this plan are realistic and can be successfully delivered. They will be supported by a detailed action plan, financial projections and reviewed regularly.

Our Priorities: Increasing Outreach and Engagement

Reaching More People, In More Places.

Purpose and Rationale

As a responsive organisation we are particularly aware that some communities are currently cut off from receiving cycling support, we are committed to addressing this gap. Increasing our outreach and engagement is central to reducing inequalities and ensuring that underrepresented groups (including those facing social, economic, or physical barriers) can fully benefit from the opportunities we offer. Under this priority we have made a commitment that a significant proportion of our work will focus on rural communities and areas with higher levels of deprivation.

Recyke-a-bike aims to expand our services to reach new communities. While we currently serve the Forth Valley effectively, this priority focuses on ensuring that other geographical areas across the Central Belt and beyond can access our support. We will continue to build strong relationships with new partners across Central Scotland to extend our reach and make cycling opportunities more widely available.

Over the next 5 years we commit to:

- Gathering and using data to identify communities that could benefit from our support whilst actively listening to the needs of people across central Scotland.
- Strengthening and expanding our feedback processes, creating more opportunities for community members within and outside of the Forth Valley to share their views and experiences.
- Enhancing our connections with a wide range of partners based across central Scotland, in a bid to work with more diverse, underrepresented and underserved communities and groups.
- Providing targeted support to rural and deprived communities, ensuring they have access to high-quality services and opportunities.

Important Outcomes:

- Increased numbers of unique participants each year, with a growing proportion from underrepresented groups.
- Services reach new geographical areas, including rural and higher-deprivation communities.
- Strong partnerships developed with organisations across central Scotland, engaging diverse and underserved communities.
- Community feedback demonstrates that participants feel supported, included, and able to influence the services offered by Recyke-a-bike.

Our Priorities: Developing our Workforce

Developing Skilled, Supported and Motivated Staff, Volunteers and Trustees.

Purpose and Rationale

A strong, skilled, and supported workforce is essential for Recyke-a-bike to deliver inclusive cycling opportunities, reduce barriers to participation, and maximise impact across the communities that we serve. These initiatives will strengthen the workforce, build capacity to deliver specialist and inclusive cycling provision, and secure long-term organisational resilience. A stable, well-supported staff team, skilled and valued volunteers, and effective leadership will enable Recyke-a-bike to continue expanding its reach and impact.

By providing clear career pathways, meaningful volunteering opportunities, and strong governance, we aim to foster a “one team” culture where everyone feels valued and empowered. Staff will benefit from a performance and reward system via a structured pay scale performance review framework that encourages, acknowledges and rewards staff for long-term high performance. We will invest in professional development, and specialist skills training for volunteers and staff. Volunteers will gain additional training and certifications, transferable skills, and flexible opportunities to contribute in new ways - using their existing skills in ways to benefit and support Recyke-a-bike. Trustees will be supported through tailored training, skills audits, and succession planning to ensure the board can actively drive the organisation’s strategy.

Over the next 5 years we commit to:

- Implementing a structured pay scale system to provide clear progression and recognition for all staff.
- Providing ongoing professional development and specialist skills training for staff to meet current and future organisational needs.
- Offering additional training, accreditation, and flexible opportunities for volunteers to develop skills and contribute in meaningful ways.
- Establishing regular feedback mechanisms for staff and volunteers to ensure their views influence organisational decisions and direction.
- Delivering tailored training and development opportunities for Trustees to help strengthen governance and strategy.
- Fostering a “one team” culture that values the contributions of staff, volunteers, and trustees, promoting collaboration and a shared sense of purpose.

Important Outcomes:

- A stable, skilled, and motivated staff team with clear progression and specialist expertise.
- Volunteers feel valued, develop new skills, and make meaningful contributions.
- Trustees are confident, skilled, and actively guide strategy, provide expertise, and strengthen governance.
- A strong, collaborative workforce culture supports effective delivery and long-term organisational resilience.

Our Priorities: Building a Strong, Sustainable, and Environmentally Responsible Organisation

Maintaining Resilience and Sustainability, with Environmental Responsibility at the Core of Everything We Do.

Purpose and Rationale

A strong and sustainable organisation underpins everything we do; this priority focuses on creating a robust operational and financial foundation, while embedding environmental responsibility across all our activities. Key areas of focus include securing long-term funding, building financial resilience, improving our building and equipment, and developing new commercial opportunities. By enhancing marketing and communications, introducing customer loyalty initiatives, and growing our services for local businesses we aim to balance community impact with commercial sustainability.

Environmental sustainability is integral to this priority. Upgrading our fleet to low-emission or electric vehicles, improving energy efficiency in our buildings, and exploring opportunities for Net Zero-ready infrastructure will reduce our environmental footprint and position Recyke-a-bike as a responsible, future-focused organisation. Alongside these practical improvements, we will strengthen governance and build organisational and financial resilience, so that Recyke-a-bike can continue delivering high-quality cycling opportunities for the communities that we serve.

These measures will help Recyke-a-bike achieve a diverse and reliable mix of income streams, grow healthy financial reserves, a sustainable and well-equipped building, and a well-governed, resilient organisation capable of expanding its impact while remaining environmentally responsible.

Over the next 5 years we commit to:

- Upgrading our vehicle fleet to low-emission or electric alternatives to reduce environmental impact.
- Enhancing and maintaining our building with energy-efficient upgrades, while exploring ownership of our current premises or, where it would deliver greater impact, relocating to a better-suited facility.
- Developing a long-term funding strategy, including multi-year agreements and commercial partnerships, to diversify income and increase financial resilience.
- Enhancing marketing, communications, and customer engagement, including digital storytelling and loyalty initiatives, to grow our reach and impact.
- Building organisational resilience by strengthening governance, maintaining healthy financial reserves, and embedding sustainable practices across operations.

Important Outcomes:

- A diverse and reliable mix of income streams, reducing dependency on short-term grants.
- Financial resilience with reserves built up to six months of operating costs.
- Sustainable, well-equipped premises that support growth, community activities, and training.
- A low-emission, efficient vehicle fleet that reduces environmental impact.
- Strengthened governance, commercial partnerships, and marketing to increase organisational capacity and community reach.

Our Priorities: Improving Health, Wellbeing and Social Outcomes

*The Difference Our Work Makes to People's Lives,
Not Just What We Deliver.*

Purpose and Rationale

At Recyke-a-bike, improving health, wellbeing, and social outcomes is at the heart of our work. Beyond providing cycling opportunities, at Recyke-a-bike we aim to support physical and mental health, foster social connection, and enhance skills and employability. Through volunteering, job training, wellness rides, and condition-specific support, our activities are designed to make a meaningful difference in people's lives, helping participants gain confidence, independence, and a sense of belonging. Through our meaningful focus on health, wellbeing and social outcomes we will encourage a healthier and happier Scotland.

Our approach builds on existing foundations, while expanding into broader and more impactful community impact. This includes offering increased employment and vocational training, partnering with health services for social prescribing and chronic disease support, and delivering mental health and social inclusion initiatives such as wellness rides, peer support groups, and green cycling activities. By targeting barriers to cycling and providing accessible, inclusive opportunities, we aim to improve long-term physical and mental wellbeing, increase social connections, and create pathways into learning, training, or work, while generating clear evidence of impact to inform future delivery and funding.

Over the next 5 years we commit to:

- Providing accessible volunteering and training opportunities that support wellbeing, confidence, and pathways into learning or employment.
- Delivering inclusive wellness rides and cycling activities that promote physical health, mental wellbeing, and social connection.
- Working in partnership with health and community organisations to support people with long-term health conditions through cycling.
- Reduce barriers to cycling by offering adapted/electric bikes, supported sessions, and low-pressure opportunities for people who are new to cycling or returning after illness or injury.
- Strengthening how we measure and demonstrate health and social outcomes, using participant feedback and data to inform delivery and funding.

Important Outcomes:

- Participants experience improved physical health, mental wellbeing, and reduced social isolation.
- Increased confidence, independence, and social connection among people taking part in Recyke-a-bike's activities.
- Improved skills, employability, and progression into volunteering, training, or work.
- Reduced barriers to cycling as a form of transport, recreation, and activity, particularly for people with health conditions or additional support needs.



Putting our Strategic Plan into Action and Assessing its Impact

*Monitored and Reviewed Through Strong Governance,
Risk Management and Impact Assessment.*

We will implement our Strategic Plan through clear planning, strong leadership and shared responsibility across Recyke-a-bike. Each strategic priority will be supported by a detailed action plan that sets out key activities, timescales and responsibilities, ensuring that the strategy is translated into practical and achievable actions. Delivery will be planned around the resources we have available and guided by careful financial planning. This approach ensures that Recyke-a-bike can implement its priorities effectively while remaining sustainable in the long term.

Progress against the strategy will be reviewed regularly by our Leadership and Senior Management Team and reviewed formally on an annual basis (or more regularly if required) by our Trustees, using agreed measures to track delivery, impact and organisational health. This will allow us to identify successes, respond to challenges early, and make informed decisions where changes are needed. Monitoring will be proportionate and focused on learning, as well as accountability.

The strategy will remain a live document throughout its lifetime. We will review it formally on an annual basis, considering changes in funding, policy, community need and the wider cycling and third-sector landscape. Where appropriate, we will adapt our approach to ensure Recyke-a-bike continues to be responsive, resilient and effective in delivering positive outcomes for the people and communities we support.

Acknowledgements and Contact

We are grateful to everyone who contributed their ideas and feedback to help shape this Strategic Plan. Staff, volunteers, members, partners and community members all played a vital role in ensuring that the plan reflects the needs and opportunities within our communities. We also thank our Trustees for their careful review and guidance throughout the development of this plan.

If you'd like to visit us, our building provides a welcoming space for training, purchasing a recycled bike, utilising our bike library and cycling support in general.

We would like to thank all our supporters, partners, funders, and donors for helping to make our work possible. Your contributions enable us to continue growing, delivering services, and reaching more people.

An electronic copy of this Strategic Plan can be requested by emailing info@recyke-a-bike.co.uk

Recyke-a-bike

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Call or email us

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info@recyke-a-bike.co.uk

Opening Times

Monday to Saturday: 9am until midday/1pm until

5pm Sunday: Closed

Car park and customer access via Ladysneuk Road

Cycling - we're on Sustrans Route 76

Public transport - bus stops directly outside
Directly on bus routes 51, 325 and C30. A short walk from bus routes UL, 52, 324, 20, 15A, 925, ULN

