

2010
European Year
for Combating
Poverty and
Social Exclusion

CONFERENCE 2010

Harnessing the Power of Business to Change Lives

**The Social
Investment
Business**

INVESTING FOR GOOD, TRANSFORMING LIVES



Cabinet Office
Office of the **Third Sector**



**Ministry of
JUSTICE**
National Offender
Management Service



**Social
Enterprise
East of
England**

Triodos  **Bank**

Social Firms Scotland

SocialFirms Wales

Harnessing the Power of Business to Change Lives

Social Firms Europe
CEFEC

SocialFirms UK

XXIII CONFERENCE

2010
European Year
for Combating
Poverty and
Social Exclusion

30th June - 3rd July 2010 Fitzwilliam College, Cambridge, UK

supported by:

The Social
Investment
Business
PROVIDING FUNDING TO SUPPORT SOCIAL ENTERPRISES



CabinetOffice
Office of the **Third Sector**



**Ministry of
JUSTICE**
National Offender
Management Service



Social
Enterprise
East of
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Triodos @ Bank

SocialFirms Wales

Social Firms Scotland



Conference Programme

Wednesday 30th June

From 2pm

Arrival and check in to accommodation for European delegates
Registration for the conference

1pm - 5pm

Social Firms Europe CE FEC Executive Committee meeting
(only for those on the executive committee)

7pm

Get-together meal at a local restaurant (to be advised nearer the time to those who reserve place). This is at individual cost and should be approximately £20 per person depending on individual consumption levels! You need to reserve this option when you book online if you wish to come.

Thursday 1st July

8am - 9am

Breakfast for residential delegates, Fitzwilliam Restaurant

8.45am

Arrival and registration of any European delegates not residing at Fitzwilliam College, or those who arrived late on 30th June

9.30am

Depart for study visits (you will be allocated a group)

12.30pm

Return to Fitzwilliam College

12.45pm

Lunch

1.30pm

Welcome address from Conference Chair
Saeeda Ahmed, Trescom

1.40pm

Opening address
Jean Lambert, MEP (invited)

1.50pm

Harnessing the Power
Sally Reynolds, CEO, Social Firms UK & Secretary General, Social Firms Europe CE FEC

2.05pm

How Business can Change Lives
Peter Speckhahn-Hass of di.hako-group
A second Social Firm (TBC)
Sue Peters, The Social Investment Business

2.35pm

Questions

2.45pm

Brief presentations by the short-listed European Social Firm of the Year Award candidates

3.15pm

Coffee and exhibition



Conference Programme

Thursday 1st July

4pm – 5.30pm

Workshops & Seminar (please indicate your first and second choices when booking online)

Workshop 1

Relevance:

Level:

Description:

Introduction to Social Enterprise and Social Firms

Pan-Europe

Basic

A useful starting point for anyone who's not really sure what this is all about! From the very basics, delegates will have the opportunity to discuss and question the social enterprise model, its terminology, characteristics and traits. Workshop delegates will also look at how and where Social Firms 'sit' within the social enterprise sector and the role they play in the job creation agenda for people otherwise excluded from the labour market.

Chair:

Simon Hebditch

Facilitators:

Kathy Baker (Social Firms UK), Sue Peters (The Social Investment Business)

Workshop 2

Relevance:

Level:

Description:

Making the most of sales & marketing opportunities

Pan-Europe

Intermediate and delegates need to be trading with products and/or services

In this workshop delegates will be given the chance to explore the many opportunities to increase sales and improve marketing in your domestic markets; free business listings, local initiatives, resellers, social enterprise directory, strategic partnerships, SETAS, eBay, social media platforms, media relationships, PR, innovative press releases - the list goes on. This workshop will examine established and emerging routes to market and discuss how to concentrate your efforts into the most efficient sales and marketing channels.

Chair:

Dan Lehner (UnLtd World)

Facilitator:

Sara McGinley (Social Firms UK), Anton Senner (BAG Integrationsfirmen e.V., invited)

Workshop 3

Relevance:

Level:

Description:

Breaking the cycle – achieving large scale job creation for ex-offenders

Pan-Europe

Basic

The Ministry of Justice in the UK is increasingly recognising the importance of engaging with social enterprise as a means of reducing the risk of re-offending. The need for such engagement is one that is also recognised across Europe. This workshop will explore ideas, with input from some existing Initiatives including Social Firms, on how significant numbers of jobs might be created for ex-offenders and help reduce the risk of re-offending.

Chair:

Sharmila Kar (Nacro)

Facilitator:

Dave Tomalin (Lippy People), San Leonard (Social Firms Wales)



Conference Programme

Thursday 1st July

Workshop 4

Relevance:

Level:

Description:

Financing the start up and growth of your Social Firm or social enterprise business
UK

Intermediate

Whether you need to get start-up funding in place, finance to grow your enterprise or cover a cashflow shortfall, every stage of business (including social enterprise) has different needs when it comes to finance. Social enterprises rely on trading to survive, yet do not seem to access the types of financial support available to mainstream businesses. What are the different stages and different needs and what is the situation regarding demand and supply across the UK when it comes to financing social enterprise?

Chair:

Facilitator:

Nigel Cudlipp (Social Firms UK)

The Social Investment Business (TBC), Brian Whittaker (LankellyChase Foundation), Tracy Axten (Triodos), Nigel Kershaw (Big Issue Invest)

Workshop 5

Relevance:

Level:

Description:

Secrets to success in the catering industry – Mosaik Services and Catering2Order
Pan-Europe

All

Mosaik Services, a Social Firm in Berlin, has been very successful in developing restaurants that have created employment for people with mental health support needs; Catering2Order employ people with visual impairments and provides external catering services to businesses in and around London. Two very different types of business but both in the same industry sector – lessons and tips for success will be shared with delegates regarding the true challenges and opportunities that face each Social Firm.

Chair:

Facilitator:

Mark Powell (Broomby CIC)

Frank Jeromin (Mosaik Services), John Charles (Catering2Order)

Workshop 6

Description:

Chair:

Overcoming poverty and social exclusion through Social Firms – sharing personal stories and experiences from around Europe

BURSARY PLACE HOLDERS ONLY

Alex Cosgrove, GROW

SEMINAR

(Main Hall)

Facilitator:

De-institutionalisation of mental health services around Europe - where is the best practice?

Bob Grove (Sainsbury Centre for Mental Health) and Bernard Jacob (AIGS)

Christiane Haerlin (BAG Integrationsfirmen e.V.)

5.30pm

Break

Evening Programme (you need to book your place online if you wish to attend)

6.30pm

Drinks reception

7.30pm

Conference Dinner

European Social Firm of the Year Award prize giving ceremony

11.30pm

Close



Conference Programme

Friday 2nd July

8am – 9am

Breakfast for residential delegates, Fitzwilliam Restaurant

8.45am

Arrival and registration of day delegates

9.30am

Welcome from the Chair

Michele Rigby, Social Enterprise East of England (SEEE)

9.35am

New approaches to sustained sector growth:

- **International social franchising of a Social Firm**
(Gerry Higgins, CEIS)
- **Using social enterprise to modernise Remploy factorles**
(Jo Munns, Remploy)
- **How the previous state-run sheltered workshops in Serbia are becoming Social Firms**
(Gerold Schwarz)
- **Buying a business to convert into a Social Firm**
(Karen Anderson, Social Firms Scotland)
- **When a 'parent' organisation commits to Social Firm development**
(Sue Livett, The Aldingbourne Trust, invited)

10.45am

Questions

11am

Break

11.30am

Trends and developing meaningful Corporate Social Responsibility; companies can get more engaged in the growth and development of the Social Firm sector
A facilitated panel comprising individuals from the corporate sector (participants to be confirmed) and audience discussion

12.15pm

Challenges and opportunities for Small and Medium sized Enterprises (SMEs) and social enterprises pulling out of economic recession

Scene setting – Rod Schwartz, ClearlySo

Followed by facilitated panel debate with participants including Peter Holbrook (Chief Executive, Social Enterprise Coalition), Jim Blakemore (Bikeworks CIC) and others TBC

1pm

Lunch

2pm

Tendering and procurement – the ins and outs
Ian Charlesworth, The Social Investment Business



Conference Programme

Friday 2nd July

2.35pm

Workshops (please indicate your first and second choices when booking online)

Workshop A

Tendering and procurement – sharing experiences across Europe

Relevance:

Pan-Europe

Level:

Intermediate/practitioner

Description:

There is considerable discussion about the processes of tendering and procurement for social enterprise generally, both in the UK and abroad. For example, how difficult, expensive and resource intensive it can be and how much more could be made of social clauses within the process.

Chair:

Pauline Graham (Social Firms Scotland)

Facilitators:

Ian Charlesworth (The Social Investment Business), Sarah Crawley (i-SE)

Workshop B

SROI and social accounting: measuring social and economic return

Relevance:

Pan-Europe

Level:

Intermediate - Advanced

Description:

The results of Social Return on Investment (SROI) and social accounting carried out to date on the Social Firm model have been very impressive and the approach has the potential to be quite powerful, but what is it all about? How can a Social Firm or social enterprise even start to consider measuring and monitoring its impact when it's already dealing with scarce resources and stretched capacity? This session will outline some of the basics behind Social Return on Investment and social accounting with a view to making the methodology more accessible for those who are keen to explore it further.

Chair:

Di Cunliffe (Social Firms UK)

Facilitators:

Sheila Durie (Haldane Associates), Sue Livett (The Aldingbourne Trust, invited)

Workshop C

Information Technology as a sector for job creation

Relevance:

Pan-Europe

Level:

All

Description:

One of the most challenging stages of developing a Social Firm or social enterprise is deciding which business/industry sector to go into based on where the market opportunities are. The information technology sector has a relatively low profile within the range of Social Firms across Europe. However, where individuals with this IT expertise have set up ventures there is a relatively high return in terms of job creation prospects within the business. This workshop will hear from two Social Firms working in the sector and explore the reasons why there are so few Social Firm businesses in IT and where the future opportunities lie.

Chair:

Anton Senner (BAG Integrationsfirmen e.V.)

Facilitators:

David Barker (Whitebox Digital), Gerry Higgins (CEiS representing Specialisterne)

Workshop D

Using research to inform future growth

Relevance:

Pan-Europe

Level:

Intermediate - Advanced

Description:

Although the Social Firm sector is relatively young, lessons learnt from the growth of the sector to date can and should be used to inform how the sector could grow in the future. As the interest in social enterprise has increased across Europe, so the role of Social Firms in job creation has become more distinct and recognisable, but what do we actually know about Social Firms across Europe? This session will briefly outline some of the existing research that



Conference Programme

Friday 2nd July

Chair:
Facilitators:

is known and discuss in more depth the type of research now needed to take Social Firms forward. What do Social Firms need? Information to support the practical growth of the businesses; assistance with political lobbying or perhaps the awareness raising work that is essential to create the right climate and support for Social Firms.
Kathy Baker (Social Firms UK)
Geof Cox (Geof Cox Associates), Christiane Haerlin (BAG Integrationsfirmen e.V.), Nathan (Centre for Knowledge Transfer)

Workshop E
Relevance:
Level:
Description:

Working out your Corporate Social Responsibility (CSR) pitch
Pan-Europe

Intermediate and need to have identified their own USPs (unique selling points)
Most major corporate companies are committed to promoting non-economic social values and are using increasingly creative methods of channelling these efforts. As Social Firms and social enterprises work to a triple bottom line there are, on the face of it, many ways that they can help deliver on CSR. Opportunities can be identified through a greater understanding of a company's objectives and how they are realised.

Chair:
Facilitators:

Sara McGinley (Social Firms UK)
Nicky Major (Ernst & Young) and others TBC

Workshop F
Relevance:
Level:
Description:

Getting the right non-executive Directors, with the right skills, onto your management board
UK
All

A Social Firm or social enterprise requires directors who have the appropriate skills to oversee and guide the business, through good times and more challenging ones as we've encountered recently. Yet this seems to be an area where Social Firms and social enterprises often struggle. The consequences of having a weak board can be disastrous for the business so poor governance needs to be addressed. This workshop will explore some of the most common issues that arise and what practitioners can do to strengthen their boards' practice.

Chair:
Facilitators:

Ian Joseph (Trustees Unlimited)
Marcus Pheasant (Furniture Link Bedford, invited), Nigel Cudlipp (Social Firms UK)
Jeff Sutherland-Kay (non-exec Director, Furniture Link Bedford, invited),

SEMINAR

Comparing different European country support interventions into Social Firms
Panel discussion with representatives from Finland, Germany, Italy, UK, Greece and Austria.

4pm

Conference close and break

4.45pm

Social Firms Europe CEPEC General Assembly (all Social Firms Europe CEPEC members to attend please)

5.30pm

Break

7.30pm

Conference Celebration BBQ for European Delegates - music and dancing in the Marquee

Saturday 3rd July

8am - 9am
9.30am

Breakfast, Fitzwilliam College Restaurant
Check out and departure of European delegates



Delegate Rates

(2010 membership payments need to be made before qualifying for the Social Firms Europe CEFEC membership rate)

PLEASE NOTE: The residential rates for European Delegates have been heavily subsidised at this event, so even if you only require one or two nights accommodation then the residential rate is the same.

	Early booking rate (for places booked before 30 th April)	Rate for places booked after 1 st May	What is included in this price *(VAT is at 17.5%)
For Social Firms Europe CEFEC Members			
Residential 30th June - 3rd July <i>This rate remains the same even if you only stay one or two nights instead of three.</i>	€339 + VAT*	€395.50 + VAT	Ensuite Bed & Breakfast accommodation for 3 nights (30 th June, 1 st and 2 nd July) Lunches on 1 st and 2 nd July Conference dinner including wine on 1 st July BBQ dinner including wine on 2 nd July Surprise study visits on 1 st July Full conference participation
Day delegate (1 day)	€113 + VAT	€169.50 + VAT	Lunch on the day that is being attended The evening event on the day that is being attended (either the conference dinner on 1 st July or the BBQ dinner on the 2 nd July) Full conference participation on the day that is being attended
Day delegate (2 days)	€226 + VAT	€282.50 + VAT	Lunches on 1 st and 2 nd July Conference dinner including wine on 1 st July BBQ dinner including wine on 2 nd July Full conference participation
For non-members			
Residential 30th June - 3rd July <i>This rate remains the same even if you only stay one or two nights instead of three.</i>	€372.90 + VAT	€440.70 + VAT	Ensuite Bed & Breakfast accommodation for 3 nights (30 th June, 1 st and 2 nd July) Lunches on 1 st and 2 nd July Conference dinner including wine on 1 st July BBQ dinner including wine on 2 nd July Surprise study visits on 1 st July Full conference participation
Day delegate (1 day)	€146.90 + VAT	€203.40 + VAT	Lunch on the day that is being attended The evening event on the day that is being attended (either the conference dinner on 1 st July or the BBQ dinner on the 2 nd July) Full conference participation on the day that is being attended
Day delegate (2 days)	€259.90 + VAT	€316.40 + VAT	Lunches on 1 st and 2 nd July Conference dinner including wine on 1 st July BBQ dinner including wine on 2 nd July Full conference participation

For more information and to book your place:

Go to www.socialfirmseurope.org where you will find more information and the link to register your place online.

For any queries regarding your conference booking, please contact:

CEIS Events Team

Tel: +44 (0)141 425 2926

Fax: +44 (0)141 425 2901

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Or: gill.smith@ceis.org.uk

Harnessing the Power of Business to Change Lives

Social Firms Europe
CEFEC

*Social***Firms UK**



Speaker Biographies

CHAIR AND SPEAKER BIOGRAPHIES



Amar Lodhia is the founder and Managing Director of **The Small Business Consultancy**. A passionate young social entrepreneur, Amar has a unique style and charisma that engages and draws people toward success. Having triumphed over much adversity in life, Amar has built this social enterprise to give something back to the community and has dedicated his life to supporting those in need. An alumni of the prestigious Cass Business School Amar has sat on various steering groups including the Cass Entrepreneurs Network.

Amar is a regular public speaker on social entrepreneurship and enterprise and sits on the board of the undergraduate Business Studies and Management degrees at Cass Business School where he has a scholarship fund supporting two students from income deprived backgrounds every year to study a Business Studies or Management degree, during which scholars receive free mentoring from Amar and internships within The Small Business Consultancy.

Amar's experience began from being long-term unemployed to working with entrepreneurs and being part of Channel 4's Make Me a Million documentary and then being employed in senior sales roles to turn around failing businesses. As well as heading up The Small Business Consultancy, Amar is also a philanthropist, volunteers on many social regeneration related projects and also invests in young entrepreneurs and their start-up businesses.



Andrew Haigh leads the **Entrepreneurs Group**, one of the largest business segments at Coutts & Co with strategic responsibility for development of the service offering to 18,000 entrepreneur clients in the UK.

He joined Coutts 6 years ago and has recently returned from creating a private bank in China from scratch as part of the RBS co-operation with Bank of China. In addition he had responsibility for development of the customer experience in the UK business.

He began his career as an investment banker in both London and New York before moving to be finance director of NatWest's International Businesses Division in 1993.

From 1996 was based offshore first as chief operating officer for the NatWest Group's retail and private banking operations in 6 offshore jurisdictions and then managing director of the Coutts businesses in Jersey, Guernsey and the Isle of Man.

He returned to New York in 1999 for 2 years to act as country head for the NatWest Group's US businesses.



Professor Bob Grove PhD

Bob is Joint Chief Executive of the **Sainsbury Centre for Mental Health**. He joined in 2003 to lead the Employment Programme, which offers independent advice to government, providers and employers on policy and service development aimed at improving the employment prospects of people with mental health problems.

Previously he worked in the non-profit sector, developing many different employment schemes including supported employment agencies, social enterprises and social firms. Bob was founding Chair of Social Firms UK and has been attending CEFEC meetings since 1989.

For more information about Bob's work see www.scmh.org.uk



Charlie Warshawski is the co owner of **Think Feel Know**, a communication coaching organisation. With a background that spans both the commercial and not for profit sectors, he specialises in coaching leaders in the public and third sectors.

Charlie understands how people best like to communicate, and how the message intended can not be the one heard. He specialises in supporting individuals and organisations so that their message is clear, which allows them to fulfil their commercial potential.

This session will give delegates some specific take away points that they will be able to introduce directly into their organisations.



Christiane Haerlin, Occupational Therapist, worked at the Maudsley Hospital London 1966 -70 with the great reformer and social psychiatrist Douglas Bennett, who helped to set up CEFEC in 1987 at first Conferences in Berlin and Turin.

After founding the „BAG Social Firms Germany“ in 1985 I have been at every (but one) CEFEC Conference as German Delegate and seen the movement grow. I am one of the authors of Linz Appeal, the CEFEC „credo“ on the website.

My special field is social psychiatry and deinstitutionalization, setting up vocational rehabilitation centres for people with mental health problems und supporting social firms.



Dan Lehner is Development Manager with **UnLtd Ventures**, providing consultancy support to early stage social enterprises from a variety of fields. Dan's work focuses on developing key business areas essential for sustainability and growth including strategy, financial modelling, sales and marketing. Prior to this Dan was Director of Operations and Business Development at UnLtdWorld, an online platform for social entrepreneurs to connect and share learning's.

Dan is very at home at Fitzwilliam College, having spent four years here as a student, studying Modern Languages and Linguistics. He subsequently worked in a variety of roles in the private sector covering strategy, marketing and sales at Warner Music, MTV and Yahoo!.

Dave Tomlin is an independent filmmaker who has spent most of the last 25 years collaborating creatively with people who are often socially excluded, marginalised or ignored. He has led a number of social businesses leading to the production of 100's of social films exploring issues that affect people's lives. He has led creative voice and influence initiatives within most social sectors and is particularly motivated by initiatives with offenders, ex-offenders and people living with multiple barriers to engagement within civil society. Dave is a graduate of the European Audio Visual Entrepreneurs programme and he is currently a director of Lippy People CIC.



David Barker – Whitebox Digital

Unemployed at 16, David found the apprenticeship that gave him a chance. He developed a career that enabled him to move away from social disadvantage and create an internet marketing company, working with corporations globally for 10 years. David looked back to see the friends he grew up with and saw they had experienced drugs, crime and suicide. He turned around and started again to see if there was a way to help more people reach their potential. David founded Whitebox Digital, an IT business working with charities and social enterprises, concurrently offering IT Apprenticeships to those experiencing social disadvantage nationally.



Di Cunliffe joined **Social Firms UK** as Policy Officer in October 2007. Previously, Di worked in a range of central government departments developing policy on anti-discrimination law and co-ordinating the different aspects of equality policy across Government. She has a grounding in the employment and training matters developed through work in job centres, and administering government training and job creation programmes.

	<p>Frank Jeromin is a certified social education worker. He is currently the Managing director for Mosaik Company, Berlin - (220 staff in craft and service sector, 125 of them are disabled people). Prior to the he was a social worker at "BWB" (sheltered workshop) in Berlin. His publications include, Social work in rehabilitation (1989) and Development of integration companies (2010)</p>
	<p>Gerold Schwarz currently works in Belgrade, Serbia as programme manager of a 8 million USD joint programme on employment for disadvantaged youth implemented by IOM, UNDP, ILO, UNICEF and the Serbian Government. Prior to moving to Serbia in 2009, he was programme manager in economic development and institutional capacity building for IOM and the EU in Kosovo. Before joining the UN system, he worked over 10 years in social firm development, two years as the director of the Social Enterprise Partnership in London in the UK, two years in New York as deputy manager of a client-run consultancy helping people with mental health problems to start their own businesses, and for FAF gGmbH in Germany, where he was mainly responsible for EU funded national and international social firm development programmes. From 1994 to 1998, Gerold led the secretariat of Social Firms Europe (CEFEC) and was a member of the executive committee. Gerold holds a Masters in Psychology from the Freie Universität in Berlin and a MBA from the Berlin School of Economics.</p>
	<p>Gerry Higgins, Chief Executive, CEiS</p> <p>Gerry left Social Firms UK over 4 years ago having worked with Sally Reynolds to develop a social firm movement in the UK commencing in 1996 and leading to the establishment of Social Firms UK in 1999. At CEiS Gerry leads a diverse range of services including a Business Advisers Service supporting social enterprises, a Community Assets Service, a Business Finance Service, an Employability Service and the Events Team that is delivering this event. Gerry has worked to develop sustainable social enterprise organisations for over 25 years and was one of the founding directors of the Social Enterprise Coalition in the UK and worked with the DTI to develop the first Social Enterprise Strategy in 2002. Gerry now works primarily in Scotland to support social enterprises by creating a supportive political environment, providing high quality business support and ensuring that enterprises are clear about their value and impact. In 2008 CEiS established the first Social Enterprise World Forum in Edinburgh and this has led to an annual event series (Melbourne – 09, San Francisco 2010 and Johannesburg 2011) bringing together social enterprise leaders, practitioners and supporters from around the world. In 2010 CEiS will launch Specialisterne Scotland working with Thorkil Sonne from Specialisterne Denmark to secure employment for people with autism in the software testing industry. Gerry is under no illusions that it is this development, rather than any useful knowledge about social firms, that has resulted in him being invited to participate in the Social Firms conference in Cambridge this year.</p> <p>In his spare time Gerry teaches schools badminton, runs marathons and works hard but unsuccessfully to achieve a good work-life balance.</p>



Ian Joseph has recruited trustees/non executives for organisations such as Christian Aid and Futurebuilders. Before heading up the Not for Profit Practice at Russam GMS, Ian was a senior consultant for a leading executive search firm where he worked on numerous high profile roles. Before this, he was Chief Executive of a charity which worked in the fields of welfare and international development. He is a founding board member of Trustees Unlimited, a school Governor, and he sits on the advisory board of the youth development organisation, Future Foundations. Ian holds a Masters in Voluntary Sector Management from Cass Business School.



Jean Lambert is **London's Green Party** Member of the European Parliament – a position she has held since 1999. Jean works on a range of social and environmental concerns, to build a more just and sustainable future, with a focus on how these issues are connected.

Jean has published reports on green work, climate change and housing, environment and refugees, work-life balance, energy and waste, and social inclusion. She has produced a DVD involving young people in environmental justice issues.

A member of the Parliament's Employment and Civil Liberties committees, and Chair of the South Asia Delegation, Jean won the 2005 award for MEP of the year for her work on justice and human rights. She was Vice President of the European Parliament Green Group for 2002-6.

Website: <http://www.jeanlambertmep.org.uk>

Facebook: <http://www.tinyurl/jeanlambert>

Email: jeanlambert@greenmeps.org.uk



Jo Munns joined **Remploy** in 2001 and has supported the substantial growth of Remploy's Employment Services and its focus on new services for those with the most complex barriers to employment.

She has implemented projects including : Project SEARCH, a US model supporting individuals with moderate/severe learning disabilities; Individual Placement Support, an early intervention service for those with severe/enduring Mental Health issues and Transition Placements, structured work placements as a step into mainstream employment, in partnership with Social Firms UK and a number of Social Firms.

Currently she is developing a new approach for Remploy, transforming lives of disabled people through social enterprises, assessing how Remploy can support disabled and disadvantaged entrepreneurs to start their own businesses and how existing Remploy sites could transform into locally focussed Social Firms



Karen Anderson is the Programme Co-ordinator for the **Social Firms Scotland** Acquiring Business 4 Good Programme. She is working in both Scotland and England to facilitate business acquisition as a way of turning private businesses into Social Firms, as well as running seminars to support and promote various innovative ways of developing social enterprises. Karen's career spans the private and social enterprise sector, as well as various industries; including conducting technology due diligence for venture capitalists, developing a Social Enterprise Management Certificate with the University of Cambridge, managing the startup of a technology centre for a London-based dot-com and running a national airline account for IBM.



Kathy Baker MBA, BAOT.

One of the first Social Enterprise Advisors in 2007

Kathy's MBA research dissertation was based on Social Firms.

Quality Development Manager Social Firms UK since 2004.

Kathy's work focus is on identifying new entrants to the Social Firm sector and supporting enterprises to become quality Social Firms. In partnership with SFEDI (a standards setting body) Kathy developed the only externally validated Social Firm quality standard - the Star Social Firm. Promoting quality is international with presentations in Prague, Lisbon and Tokyo and consultancy in Greece.

Kathy is also on the Steering Group of Ethical Enterprise and Employment (3xE) - a 3 year project, led by Crisis, to support homeless people into work



Niall Sweby is the Business Development Manager at the **Social Investment Business** where he leads a team who specialise in working with social enterprises, both start ups and established groups, to understand loan finance and how to put in successful applications to the funds available. Niall's background is in organisational development and social enterprise with over ten years experience in helping third sector groups of all sizes and purposes develop the governance and business processes to deliver on their mission. He has a Masters in Voluntary Sector Organisation and is a PQASSO Mentor.



Nigel Kershaw OBE, Chief Executive of Big Issue Invest and Chair of The Big Issue Company. Nigel is a leading practitioner and advocate of social enterprises that offer business solutions to social problems. He was made an OBE in the 2010 New Year's Honours List for his services to Social Enterprise. Nigel is a Cabinet Office Social Enterprise Ambassador, a member of the Social enterprise Council and in 2008 received the Good Director for Enterprise honour award from the Institute of Directors.



Nicky is Director of Corporate Responsibility at professional services firm **Ernst & Young** in the UK. She led the development of the firm's approach to corporate responsibility more than seven years ago, having held a number of roles at the firm in the previous six years. Her main areas of focus are ensuring the corporate responsibility agenda is fully embedded within the firm, community investment and environment management. Immediately prior to taking up her current role she headed the firm's community investment and art sponsorship programmes. Her early career was spent as a financial journalist, including at the Financial Times Group and Lloyd's of London, which has led to a keen interest in social enterprises and the impact they can have in terms of contributing to more economically successful societies and addressing social issues. Ernst & Young celebrates the success of social entrepreneurs through its Social Entrepreneur category of its Entrepreneur of the Year Awards programme.



Pauline Graham, Chief Executive, Social Firms Scotland

Pauline joined Social Firms Scotland in January 08, having previously managed the EU Equal Social Economy Development Partnership in Scotland which attracted significant funding to support social enterprise developments in Scotland. She was instrumental in leading on policy work through the mainstreaming phase of EQUAL which had a direct influence on the first social enterprise strategy in Scotland – in particular around public social partnerships and procurement opportunities.

Pauline co-authored: *Buying for Good – Housing Associations, Social Firms and Community Benefits* and *Adding Value to Procurement – A transnational perspective from Scotland, Italy, Poland and Finland*.

Pauline is a member of the *Public Procurement Advisory Group* which provides the framework for an ongoing dialogue with the Scottish Government regarding public procurement as it affect suppliers.

Her career history includes Marketing Management in the Community Arts field, Further Education and community regeneration. Pauline's passions include spending time with family and supporting her local football team - Partick Thistle



Peter Holbrook is CEO of the Social Enterprise Coalition. The Social Enterprise Coalition is the UK's national body for social enterprise and represents a wide range of social enterprises, regional and national support networks and other related organisations. The Coalition's key activities are centered on informing the policy agenda, influencing the political agenda, promoting the benefits of social enterprise through the media, campaigning and events, and undertaking research to expand the social enterprise evidence base. As the CEO of the Coalition, Peter will be working to promote social enterprise as a model for changing both business and society.

Prior to taking on this role Peter was CEO of the Sunlight Development Trust which is one of the UK's most dynamic and successful social enterprises and works to tackle long-standing health and social inequalities in the community. He established 'project sunlight' as project manager and developed it, from inception, to become one of the country's most high profile 'community anchors' and one of the regions most rapidly developing and diverse social enterprises. It was the winner of the 2004 Community Regeneration Awards (BURA), was given special recognition by the former Office of the Deputy Prime Minister in 2005 and was highly commended by the Centre for Social Justice in 2007. In 2008 Sunlight Social Enterprises CIC, home of café sunlight, parentis, radio sunlight and sunlight studios, was awarded Best New Social Enterprise at the Enterprising Solutions Awards.



Marcus Pheasant, Chief Officer of Furniture Link, has had a very varied career path over 20 years in 2 different continents. An experienced logistical manager who's straight forward attitude and a firm believer in the "can do" attitude finds ways to succeed whatever the challenge. Holding a firm belief that employee buy in and empowerment are essential to grow and succeed in a small organisations, along with everyone cross training so they understand all the roles that are vital to succeed.

With an employment history that includes teaching, event security, sales, quality control, IT support, volunteer management, train the trainer, and furniture reuse or recycling schemes, I have a wide and diverse base of expertise to call upon. Problem solving and lateral thinking, combined with a sense of humour proved key to improving existing services and developing new innovative services at FLB. My team and I have taken a project reliant on grants, to a self-sustaining organisation that despite its small premises continues to out perform much larger groups.



Mark Powell, Chief Executive of BROOMBY CIC

A former teacher, social worker, civil servant and obituary writer, Mark has picked up degrees in Drama, Spanish and Learning Disability Services, and won a Cropwood Fellowship in Criminology. He set up the UK's first post consumer plastics reclamation enterprise in 1989, and employed a workforce of adults with learning disabilities and mental health issues. Between 1989 and 2002 **reclaim** grew into one of the leading Social Firms in the country.

Mark has now formed **Broomby CIC** as a development agency and consultancy for all aspects of Social Firm development. Broomby is responsible for developing Viewpoint (a social research Firm) and trades as Buster's Coffee Co.

A Board Member of Social Firms UK, Mark is a co-author of 'The Extra Elements – A Social Firm Trainer'.



Michele Rigby is CEO of Social Enterprise East of England (SEEE), covering six counties: Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk.

Prior to taking up this post, she was Co-Founder and Managing Director of Recycle-IT! Ltd, an award-winning social enterprise with a global market.

This dual experience informs Michele's clear views on the needs of social enterprises and the policy directions that enable and encourage social enterprise both to occupy a proper space within the economy of the country, and to bring new ways of effecting social change.

Michele is a founding member of RREUSE, a network of Reuse and Recycling European Union Social Enterprises, serving on the Executive Committee from its foundation in 2001 to 2006, including one year as Chair. She served on the Small Business Council from 2002-2004, was a Director of Investors in People UK from 2004-2007, and a Board Member of the Social Enterprise Coalition from 2006 to 2009 and a Council Member since then. She has also served on the Advisory Board of Inspire East since 2006.



Rod Schwartz background is equity research, investment banking and venture capital. He is CEO of **ClearlySo** (www.clearlyso.com) the world's first marketplace for social business & enterprise, commerce and investment. Rodney also founded Catalyst in 1997, a venture capital & advisory firm (www.catfund.com) focused on social businesses in the UK. Rodney advises leading UK social enterprises (e.g. the HCT Group and Belu Water), lectures at the Said Business School (Oxford), and is on the Board of the Ethical Property Company and The Green Thing (Chairman). He is former Chairman of Justgiving and Shelter and maintains the widely-read Social Business Blog.



Saeeda Ahmed established **Trescom** in 2001, a successful training and 'community regeneration company that works in improving economic, social and civic inclusion and accessibility for diverse groups in society.

Trescom Director Saeeda Ahmed has been recruited as one of twenty national Social Enterprise Ambassadors for the Cabinet Office as inspirational people across the United Kingdom making a difference to society through business (www.socialenterpriseambassadors.org.uk).

Saeeda undertook a degree in Accountancy at the University of Huddersfield and successfully completed a Masters Degree in Community Enterprise at the University of Cambridge. Saeeda is a Millennium Award winner, finalist for Centrica New Statesmen upstarts social enterprise award 2001 and 2002 and a fellow for the School for Social Entrepreneurs. Her dissertation was on 'Women's Leadership in the social enterprise sector.

She has been profiled by a number of media agencies such as BBC World Service, BBC Politics Show, BBC radio, the Guardian, Independent and was interviewed by the Economist on her faith and lifestyle and career choices.

Saeeda is a Director/Trustee for the Adventure Capital Fund, Chair of a small charity 'Playspace Association' that works with children through arts and creativity and Repaint (the local branch of a national paint recycling scheme).

Saeeda is involved in the international social enterprise arena. She has delivered master-classes for social entrepreneurs from across Europe, Scandinavia and Asia and aged between 20-35 in a British Council event titled 'Creative Cities: Innovation for Urban Challenges' which took place in Warsaw from 21 – 23 March 2010.

Saeeda is interested in collaborative and partnership opportunities nationally.



Sally Reynolds, CEO Social Firms UK – Sally is a co-founder of Social Firms UK and has been Chief Executive since January 2004. With a private sector background in marketing and PR, Sally previously worked for Surrey Oaklands NHS Trust where she developed the marketing activities of the Trust's training and employment services for people with mental health problems and learning disabilities. As someone who is dedicated to raising the profile of Social Firms as a solution to employment creation for people at a severe disadvantage in the labour market, Sally is constantly lobbying for support of the model, travelling the world and sharing her expertise with a wide range of groups, organisations and politicians. She is a Council member of the Social Enterprise Coalition, Secretary General of Social Firms Europe CEFEC and on the board of ENSIE (European Network of Social Integration Enterprises), on the board of partners Social Firms Wales and Social Firms Scotland and several Social Firm companies including Chair of Travel Matters and Netherne Printing Services. She's on the CREATE Consortium lobbying for adoption of the Community Allowance, is a non-executive director for REalliance, an RSA Fellow, Full Member of ACEVO and BAP Fellow and board member. Most recently she's been working to link the Social Firm sector with the private and corporate sectors through an initiative called 'Double Impact' and Corporate Membership scheme.



San Leonard

Director - Social Firms Wales & Social Firms UK

Currently employed as a Director of Social Firms Wales, San Leonard is a highly professional businessperson and entrepreneur who is passionate about working at the heart of community regeneration to develop opportunities that bring about sustainable social change.

Working within family businesses from a very early age, she has successfully grown several business enterprises. Now, with more than 30 years in management and business development within the private sector, she uses that experience whilst working to support the growth of commercially viable social businesses that offer paid employment and career advancement in a mixed ability, supportive business environment.

With considerable first-hand knowledge of working with people with disabilities, San is well placed and understands fully, the need to develop training and work opportunities for people who are often the furthest from the labour market. These valuable experiences and skills are utilised to their fullest in helping and advising organisations who work directly with some of the most excluded groups in today's society.

Successes have been built on both a good understanding of all sectors within the community and the ability to look at the wider vision and opportunities. Recognised by her peers as a clear strategic thinker, San clearly demonstrates the ability to build long-term cross sector supportive relationships.



Sara McGinley is Marketing & Communications Manager at **Social Firms UK** and has over 20 years experience in this discipline. With a private sector background – previous positions include Business Development Manager at Yell Group Ltd, Account Director at employer branding agency, WMW, and Head of Sales & Marketing at Care and Health - Sara understands the challenges facing SMEs and has a natural interest in how corporate can engage meaningfully with the sector. Having worked in and for both large and small companies, Sara also understands the different issues around company size and structure and its implications on resource management.





Sarah Crawley
CEO – I'SE

After developing and delivering community learning for seven years in Birmingham targeting hard to reach groups, Sarah went on to become a development officer for Birmingham City Council's Economic Development Department, where she later became Principal Officer working in equalities and regeneration. Sarah founded the Initiative for Social Entrepreneurs eleven years ago while developing her own consultancy business. She has provided support to the development of a range of capacity building initiatives to develop the voluntary, community and social enterprise sectors and has led research to evaluate effectiveness of these approaches.

Sarah continues to work locally, regionally and nationally to create innovative approaches to the sustainability of social enterprises, social firms and trading CVO's, she has a keen interest in policy and strategy within the third sector and is determined that the sector should adopt a full cost recovery approach while maintaining its values and grass roots approaches to delivery of services.

Sharmila Kar - Nacro

Sharmila is an experienced professional specialising in Human Resources, Equality and diversity, strategic management and people development. Currently, the Interim Human Resources Director at Nacro with responsibility for the Equality and inclusion, Sharmila's previous roles have included heading up the HR functions at the Equality and Human Rights Commission (EHRC) and Disability Rights Commission (DRC). She has in depth knowledge of equalities legislation and extensive experience of HR policy development and implementation of equality issues across key organisational activities in the public, private and not for profit sector. Sharmila is also a board member of Amnesty International UK.

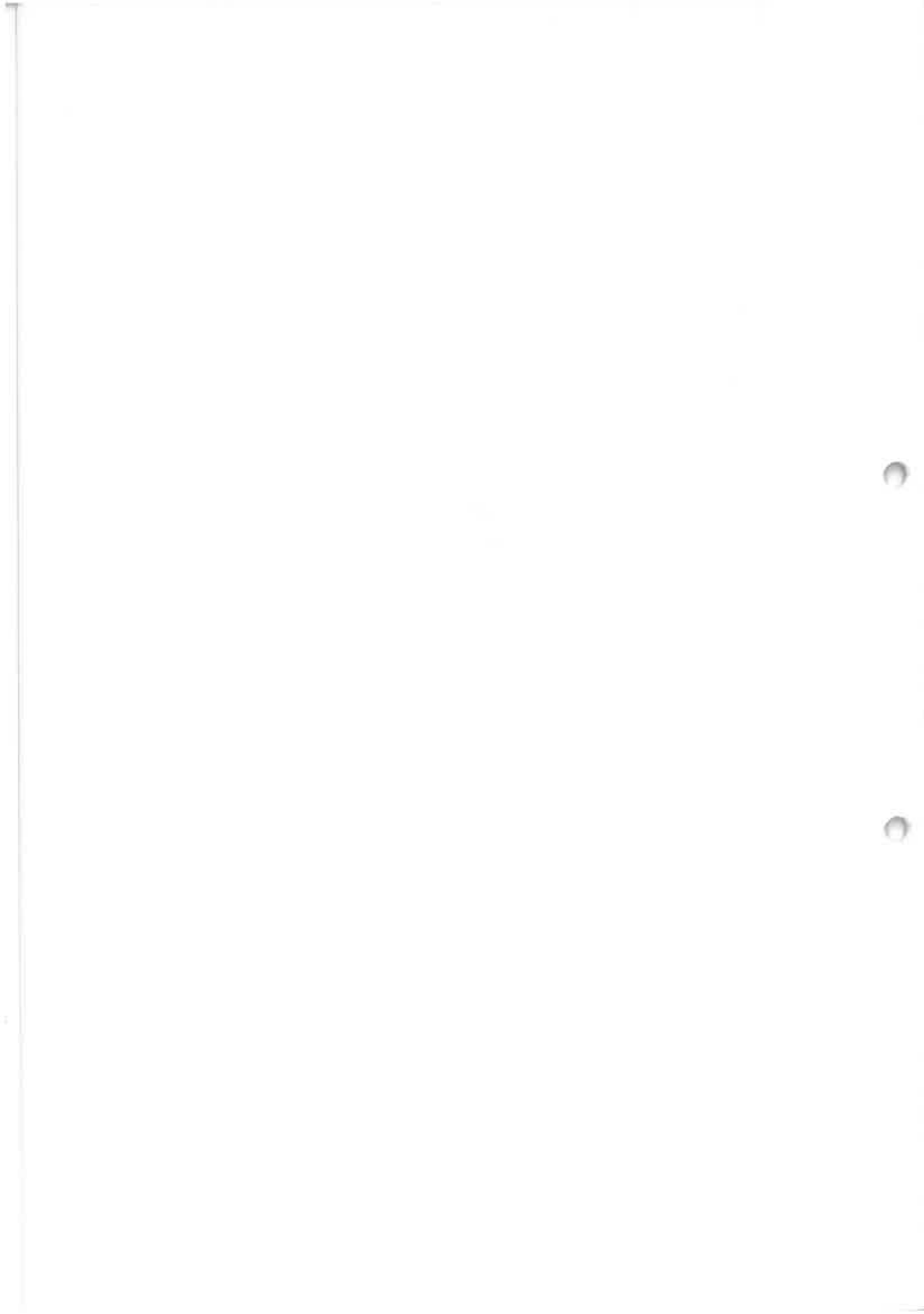
	<p>Sheila Durie is an independent development consultant, operating in the fields of social enterprise development, mental health and employment policy and organisational development.</p> <p>She was previously Strategy and Development Manager with Forth Sector, one of Scotland's premier social enterprise organisations, which she set up in the early 1990's. Since then she has undertaken a range of business support activities as Haldane Associates, and in 2003 developed a research interest in the Social Return on Investment methodology. She ran a pilot programme on SROI, working with Forth Sector and supported by the Scottish Government and the European Equal programme. This helped 8 organisations implement SROI, resulting in 10 SROI reports across a spectrum of activities in the social enterprise and social economy sectors.</p> <p>She is a founding Director of the SROI Network and current Chair of the Board, and is a consultant working on the Scottish Government's SROI Project.</p> <p>She is the chair of 'Social Enterprise in East Lothian', which is a network of social enterprises in the area where she lives, a Board member of Social Firms Scotland and is chair of Re-Union Canal Boats Ltd, a social enterprise based in Edinburgh.</p>
	<p>Sue Peters is Managing Director, Investments for The Social Investment Business. The Social Investment Business is responsible for managing a number of Government funds including the Adventure Capital Fund, Futurebuilders, the Social Enterprise Investment Fund (SEIF) and Communitybuilders. Sue has a background in commercial banking, where she dealt with organisations ranging in size from small local businesses to multinational corporations. Since leaving banking, Sue has spent time working in the public sector in senior roles within Government Departments, Creative Industries and European programs. She joined the group in 2005 and has been a driving force in the growth of both ACF and The Social Investment Business. Sue has a postgraduate qualification in Management Studies and is a member of the Chartered Institute of Bankers.</p>
	<p>Tracy Axten is a Relationship Manager with Triodos Bank, which lends exclusively to organisations actively contributing to positive social, environmental and cultural change. She manages relationships with customers - primarily charities and social enterprises providing borrowing facilities, develops and manages partnerships with key sector national membership bodies, Government departments and specialist professionals.</p> <p>Tracy joined Triodos from RBS Community Banking, nearly a year ago and brought with her 10 years experience of working in the Third Sector, with a specific interest in social enterprise and micro finance. She is a Board director of the Development Trusts Association.</p>



Tom Henderson – Group Business Development Manager, Haven Products.

Tom has been with Haven Products for 6 years, and has a dual role encompassing Group Business Development, and General Management of Haven's Complementary Workforce. Prior to joining Haven, Tom spent 23 years in the Drinks Business, and a further 7 years in Computers & Electronics, in a range of Operational & Management roles, and joined Haven after setting up his own Consultancy Business, to service the Computer, Defence and Bio-tech sectors. Currently a member of the SBC Employability Leadership Group.

Tom is a Masters Graduate of Caledonian Business School (MSc), and a Member of the British Computer Society (MBCS).



**Harnessing the
Power of Business to
Change Lives**

Social Firms Europe
CEFEC

SocialFirms UK

XXIII CONFERENCE

**2010
European Year
for Combating
Poverty and
Social Exclusion**

30th June - 3rd July 2010 Fitzwilliam College, Cambridge, UK

Delegate Information Pack

This pack includes information for attending the Social Firms UK and Europe conference on June 30th to July 3rd.

If you have any questions please contact:

Lynsey Johnston, CEIS Events on 0141 425 2923 or lynsey.johnston@ceis.org.uk

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With only two weeks to go until the Social Firms UK and Europe Annual Conference we would like to take this opportunity to provide you with some important information.

PAYMENT

Payment for the conference is now due. If you require another copy of your invoice please get in touch and we will e-mail this over to you.

LOCATION

The conference is located at the Fitzwilliam College campus in Cambridge, England. For your convenience the address is below with directions by air, road and rail.

Fitzwilliam College
University of Cambridge
Storey's Way, Cambridge CB3 0DG
+441223 332 000

Please see a map of the college at the following link <http://www.fitz.cam.ac.uk/about/location>

DIRECTIONS

Directions by Air

National/ International Flights

Of the London airports the most convenient is Stanstead since it is only 25 miles along the M11 from Cambridge or Luton, which is also close by. Coaches and trains can be taken from the airport to Cambridge, then follow directions as given for rail and coach passengers. From Gatwick and Heathrow, aim for Kings Cross to take the train to Cambridge, or Victoria to use the Coach Station. You are advised to enquire upon arrival at the airport as to the most efficient route to Cambridge.

Directions by Road

From the North

Access by road from the North is via the A1 to Huntingdon, then A14 and A1307 (Huntingdon Road) into Cambridge. Fitzwilliam is approximately 2 miles along Huntingdon Road on your right hand side

From the East

Using the A14 take the B1049 exit towards Cambridge. At the end of Histon Road turn right and right again at the traffic lights into Huntingdon Road. Fitzwilliam is approximately 200 metres on your left.

From the South

Use junction 13 of the M11 to come east into Cambridge along the A1303 (Madingley Road). After a couple of miles and passing the side of Churchill College there is a left hand turn into Storey's Way. The road passes the front entrance of Churchill College ahead of you is Fitzwilliam College and the road curves left around it.

From the West

Join either the M11 or A14 and follow directions as detailed above.

Car Parking

Please note, Fitzwilliam College has two car parks, one on Huntingdon Road and the other on Storey's Way. If you are a delegate and wish to use the car park please report to the Porters' Lodge. The College operates a clamping scheme for any unregistered vehicles. In addition, street car parking is available along Storey's Way by the College entrance.

Directions by Coach

The National Express, Stagecoach and regional buses all stop at the Drummer Street/Emmanuel Street Bus Station in the City Centre. You can visit the National Express website or telephone 08705 80 80 80.

From the Bus Station

Walk towards Robert Sayle and from there you can take a taxi or catch a bus. There is a stop directly outside the College on Huntingdon Road. After 6.30pm you are advised to take a taxi.

Alternatively you can take a walk of approximately 20-25 minutes from the city centre to Fitz. Find Robert Sayle, on St Andrew's Street, then walk towards the main shops and pedestrian precinct, past Woolworths, Sainsbury's and Magdalene College, then straight up Castle Hill, going straight on at the lights by the Texaco Garage. Fitz is then approx 200 yards on your left.

Directions by Train

There is a frequent train service to London (Liverpool Street and Kings Cross). The fastest service takes 52 minutes, and there are 7 trains per hour at peak times.

From the station

The train station is situated on the South of Cambridge City Centre, and Fitzwilliam can easily be reached using taxis or buses. The town centre is approximately half way between the station and the College.

Please see a detailed street map of the route from the station to Fitzwilliam.

The Station to the City Centre

The 'City Rail Link' operates every 10 minutes taking you to the city centre.

On foot the journey to the town centre takes around 20-25 minutes. It is clearly signposted and can be seen on the map above.

The City Centre to Fitzwilliam College

From here you can take a bus to Huntingdon Road. There is a stop directly outside the College. After 6.30pm you are advised to take a taxi.

Alternatively you can take a walk of approximately 20-25 minutes from the city centre to Fitzwilliam.

REGISTRATION

A map of the college can be found here <http://www.fitz.cam.ac.uk/about/map-of-college> for your convenience on arrival.

On arrival at the campus please come to register in the Auditorium Foyer to collect your name badge and information pack. Registration opens from 2pm until 5.30pm on Wednesday 30th June.

The get together meal that night will be from 7pm in a local restaurant. If you have not signed up for this but would like to attend can you please let us know by Friday 18th June via e-mail to lynsey.johnston@ceis.org.uk. Please note that we cannot accept any sign ups after this because we will be booking the restaurant at this time.

On Thursday 1st July breakfast will be at 8am and registration will be from 8.45am to 9.30am. The study visits will be leaving at 9.30am. You will be allocated a group for these.

Lunch will then be at 12.45pm with the conference opening at 1.30pm. You will be able to register up until 1.30pm on Thursday.

The conference will end at 5.30pm on Thursday 1st July for those not attending the evening programme.

For those attending the evening programme please note the drinks reception starts at 6.30pm for dinner at 7.30pm.

Could you please inform us at this time if you are unable to attend the dinner.

For those attending on Day 2 of the conference only, registration will be open between 8.45am and 9.30am, in time for the first session.

ACCOMMODATION

For those who have registered to stay in the university accommodation, you should be able to check in when you arrive from 2pm on Wednesday 30th June at the Fitzwilliam College Porters Lodge. If you are running late and wish to check in over lunch or at a break then there will be storage facilities for your luggage in the main auditorium. On the morning of your check out you will be able to store your luggage in the auditorium.

For extra information please see the attached document from Fitzwilliam College.

CLOAK ROOM FACILITIES

There are cloak room facilities in the auditorium where you will be able to leave any coats and overnight bags. Please be aware that leaving your own belongings is at your own risk. Social Firms UK, CEIS Events and Fitzwilliam College are not responsible for any damage or loss of belongings.

EXHIBITION

There will be exhibition stands in the auditorium foyer and in the marquee and we would encourage you to visit each stand to speak to the exhibitors and sponsors. The exhibition will be open during registration and through all breaks and lunches.

WI-FI

Wireless Internet will be available in certain public areas for those requiring it. Please see a member of the events team if you wish to have access.

EVENING PROGRAMME

The drinks reception, commencing at 6.30pm will be followed by the meal at 7.30pm, which will be located in the Dining Hall. Please note that if you have not registered to attend the evening programme then unfortunately we cannot accommodate last minute places on the night.

CONFERENCE CLOSE

The final session of the conference will close at 5.30pm after the Social Firms Europe CEFEC General Assembly on Friday 2nd for those not staying for the European BBQ.

The cloak room facilities will close at 5.30pm on July 2nd for those not staying overnight so please ensure you have collected all your belongings by then.

Check out and departure for those staying until Saturday 3rd July is 9.30am.

ONLINE EVALUATION

Following the conference we will be distributing an online evaluation using Survey Monkey that we would be grateful if you could fill in. It will only take a few minutes of your time and your feedback is greatly appreciated so we can continue to develop our services.

FURTHER INFORMATION

If you require any extra information or have any questions about the conference please do not hesitate to get in touch by phoning +44 141 425 2923 or e-mailing lynsey.johnston@ceis.org.uk

If you have made the booking for the event on someone else's behalf please pass this information on to them.

Social Firms Europe

CEFEC



The Network for Social Firms across Europe

OUR MISSION

To support and encourage the development of Social Firms and social co-operatives around Europe so that more people who currently face severe barriers to the labour market, because of their disability or disadvantage, can access employment.

Join us in this work.....we are stronger together

Social Firms

Social Firms are one type of social enterprise; their specific social purpose is to create sustainable paid employment for people who are either disabled or severely disadvantaged in the labour market. These are businesses that use their market-orientated production of goods or services to achieve their social mission and they exist all over Europe.

It is better for the person, and economically more effective for any government to have people with severe disadvantages in work than out of work for the rest of their lives. The ethos of Social Firms is to CREATE the jobs that can be filled by people with severe disadvantages by employers that understand their support needs and who are committed to this objective.

What we do:

- Annual Conference
- Facilitate information exchange and mutual support at the trans-national level
- Exchange research into the Social Firm model
- Lobby for better understanding of the role and potential of Social Firms
- Support members to create new work placements
- Share best practice and inspiration through operations of the European Social Firm of the Year Awards

Social Firms Europe CEFEC

Is a truly participative and integrative network, working across all the EU member states to:

- Promote the model of Social Firms and social co-operatives at EU, national and regional levels
- Collect data and evidence about the impact of Social Firms
- Facilitate networking and sharing of best practice between members
- Share skills and expertise of members
- Encourage and explore opportunities for further research into the Social Firm model as it operates in different EU countries
- Promote and facilitate where possible inter-trading opportunities between Social Firm businesses



MEMBERSHIP

We have members from a number of European countries, all working towards the common goal of: social and economic integration of disabled and disadvantaged people through employment.

There are 3 different types of membership available

FULL MEMBERSHIP

For National networks, organisations, social co-operatives, Social Firms and initiatives within Europe working in vocational rehabilitation and towards the social and economic integration of people with mental health problems and other disabilities or disadvantages.

- €150 Euros per year less than 20 staff
- €300 Euros per year more than 20

SUPPORTING ORGANISATION MEMBERSHIP

For National networks, organisations, social co-operatives, Social Firms and initiatives outside Europe working in vocational rehabilitation and towards the social and economic integration of people with mental health problems and other disabilities or disadvantages.

- €150 Euros per year and size organisation

INDIVIDUAL MEMBERSHIP

For individuals, rather than organisations, in Europe and Worldwide and for anyone involved professionally or personally in this field

- €25 Euros per year



Defining characteristics of a social firm:

- A Social Firm is a business for the employment of people with a disability or disadvantage in the labour market;
- Business which use its market-oriented production of goods and services to pursue its social mission;
- A significant number (minimum 30%) of its employees will be people with a disability/disadvantage in the labour market;
- Every worker is paid the current market rate wage or salary appropriate to the work, whatever their productive capacity;
- Work opportunities should be equal between disadvantaged and non-disadvantaged employees. All employees have the same employment rights and obligations.



Social Firms Europe CEFEC

Contact Details:

socialfirmseurope@cefec.biz www.socialfirmseurope.org

CEFEC—r.s.h.l (non-profit association) Reg No. 442.465.795 Reg off: Vottem, Belgium

Social Firms seek to create good quality
jobs for severely disadvantaged people
within supportive and successful
businesses.

www.socialfirmsuk.co.uk

www.socialfirmseurope.org