

# Journey from Local Authority to Social Enterprise

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Andrea Biggs, CEO, Balance

- Laura Davis- ways into work



How it all began.....

Passion that we could do more and much better as an independent organisation.

Aware of the direction of travel in the LA.

Driven by the need for flexibility to grow.



# Persuading the LA

- Developed a clear business plan with a robust financial model.
- Promoted the successes of the service
- Engaged with key members and leaders
- Worked with the LA on cabinet paper



# Choosing the Model

- Researching models
- Speaking to others who had already spun out
- Engaging with support agencies
- Speaking to the team
- Identifying who we needed around us to work most effectively



# Ways into Work CIC

We decided to go for a CIC with an Employee Trust so 60% of the shares are owned by the team!

Moved out on the 1<sup>st</sup> March 2015

- Laura Davis- ways into work



# Challenges

Working on Local Authority time- Driven by Ways into Work at every stage.

Agreeing Data transfer /pension schemes

Understanding licence agreements, contracts and legal structures

Under estimated the cost of spinning out of the LA



# Top 3 things to consider

- Do you have the right people around you to make this work?
- Do you have some start up money including legal fees?
- Are you prepared to take on responsibility for every aspect of the running of a business?



# Has it been worth it?

Yes!!! It has been worth every grey hair, stress line and sleepless night.

Since moving out Ways into Work have won a further three contracts which we would have not been able to do as part of an LA.

Grown from 9 staff to 15 staff

Work more flexibly to the benefit of the people we support





# Contact Details

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Through delivering excellent services, leading by example and influencing policy decisions, Balance will break down the barriers that prevent vulnerable people achieving their life goals.



# May 2013 – Balance launches!



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# Where are we now?

Supported  
Employment  
Teams

Asperger  
Syndrome  
Team

Supported  
Living  
Service

Community  
Activities  
& Transport

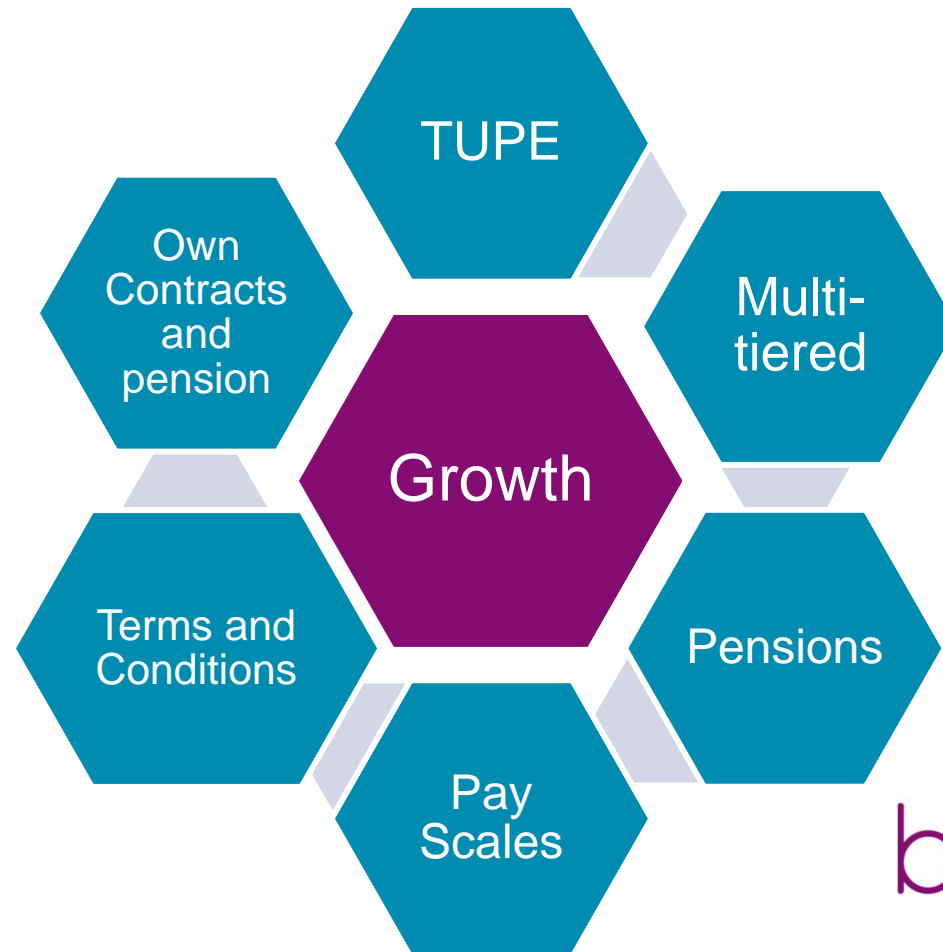
Residential  
& Respite  
Care

Mediation  
Service

Travel  
Training

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# With growth comes complexity.....



# Challenges



# Has it been worth it?







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