Social Enterprise Disability Employment Mark; a future for supported businesses

BASE annual conference
28th November 2018

Lucy Findlay - MD, Social Enterprise Mark CIC

Martin Davies - Chair of Supported Business Steering Group
Social Enterprise Mark CIC

Social Enterprise Mark CIC is the international social enterprise accreditation authority, which recognises and builds the capabilities of social enterprises as competitive, sustainable businesses, dedicated to maximising social impact.
The Social Enterprise Mark is the only externally assessed social enterprise accreditation, enabling credible social enterprises to prove they trade for people and the planet.

The Social Enterprise Gold Mark is the first standard to measure social enterprise excellence, providing benchmarks and action plans for continuous improvement.
SEDEM

Supported Business Pre-2019

- Governed and directed through contractual requirements of DWP
- Providing contractual funding and status for public procurement opportunities
SEDEM

Supported Business Post-2019

• No contractual arrangements, employer status for DWP with TESG – EESG

• No collective status for public procurement opportunities
SEDEM aims

• Assurance to DWP (and other commissioners)
• Assurance for disabled employees and job seekers
• Recognition as exemplar employers and businesses
• Access to commercial opportunities
SEDEM

DWP requirements

• Provides environment well beyond ensuring reasonable adjustments are in place

• There is an on-going commitment to supporting disabled people and those with health conditions which can be evidenced for a minimum of 3 years

• They are exemplar employers evidenced by high levels of inclusion at all levels within the organisation

• They are Disability Confident employers
SEDEM development

• Built on experience and evidence of Social Enterprise Mark
• Designed to evidence 3 aspects of assurance
• Tested with 5 Supported Businesses, DWP, Social Enterprises
SEDEM criteria

- Specialist supportive environment
- Clear social objectives
- Effective Business Model
- 50% of employees with a disability
- 75% income from trading
- 51% profits to primary objectives
- Disability Confident
SEDEM proposals

- Supported Business initial ‘grandfather rights’
- Process tested through ‘proof of concept’
- Consideration of specialist LA status
- Full status or ‘committed’ to achieve full within 3 years
- Reassessment 3 years
- Extended beyond existing Supported Businesses, i.e. social enterprises
- Developed within a SBSG Working Group
- Competitive Costing Structure
SEDEM feedback

• What constitutes an Exemplar Employer?
• What evidences a Specialist Supportive Environment?
• What else needs to be ‘Assured’?
Submit any questions to 

enquire@socialenterprisemark.org.uk