



**UPHOLDING THE
STANDARD FOR
SOCIAL ENTERPRISE**

SOCIAL ENTERPRISE MARK CIC

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
DISABILITY EMPLOYMENT MARK

SEDEM



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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.



**SOCIAL ENTERPRISE
DISABILITY EMPLOYMENT MARK**

SEDEM

Building on existing accreditations

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 MARK
TRADING FOR PEOPLE AND PLANET

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



SOCIAL ENTERPRISE GOLD MARK
ACCREDITED FOR BUSINESS EXCELLENCE

SEDEM

Supported Business Pre-2019

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



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SEDEM

Supported Business Post-2019

- No contractual arrangements, employer status for DWP with TESG – EESG
- No collective status for public procurement opportunities



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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



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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



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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



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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



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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



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SEDEM feedback

- What constitutes an Exemplar Employer?
- What evidences a Specialist Supportive Environment?
- What else needs to be 'Assured'?



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SEDEM

- Submit any questions to enquire@socialenterprisemark.org.uk



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Web:

www.socialenterprisemark.org.uk

Email:

enquire@socialenterprisemark.org.uk

Ring helpline:



0345 504 6536



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