



THE 2019 SCALEUP FEMALE FOUNDER INDEX



Our second ScaleUp Female Founder Index reveals a 15 per cent increase in the number of 'visible' scaleups,¹ with at least one female founder and an average turnover of £68m. Employing 75,600 people, they have grown their employee numbers by a significant 24% and have raised a total of £890m in investment – a healthy 49% increase on last year – an encouraging sign as we tackle the investment potential in these firms. Our ScaleUp Female Founders are extremely diverse, spanning geographies, generations, and sectors from art galleries to payroll providers, juice bars to care homes, medical practices to cloud hosting platforms. More than a quarter (26%) operate in the industrial sector. Meet them, celebrate them and promote them.



2019 FEMALE FOUNDERS INDEX

EAST MIDLANDS	GREENLIGHT HAMTON ENVIRONMENTAL SERVICES HOLLYBROOK HOME FROM HOME CARE HYPEROPTIC IIAA ITH PHARMA KILLOUGHERY LOGIC4TRAINING LOVE SUCCESS MAPLE SYRUP MEDIA MAVERICK MISSION* MORE2 MR & MRS SMITH NAILS INC NUTOPIA ONCE UPON A TIME PARAGON BROKERS PHO PLP ARCHITECTURE POTTERMORE RAPID ACTION PACKAGING RED SNAPPER RECRUITMENT RESEARCH PARTNERSHIP RIVER STREET SADIE COLES HQ SAHARA CARE SECRETSALES* SERAPHINE SHERIDAN&CO SOMEONE SPORTPURSUIT STOTT AND MAY TECH 21 THE CONSULTING CONSORTIUM THE MEDICAL CHAMBERS KENSINGTON UNRULY VICTORIA MIRO WOODLANDS SITE SERVICES ZOOM NURSERIES*	NORTH WEST	LES CAVES DE PYRENE MEMSET MINT VELVET MSA MEDIA* PIVOT* PJ CARE SERENITY HOLIDAYS THE GEOGEGAN GROUP
EAST OF ENGLAND	ARK-H GROUP AZEBRA GO APE H&G RECRUITMENT HEPTARES* HERRCO COSMETICS JEESAL GROUP MAKE BELIEVE IDEAS MASTERSONS MONICA VINADER NAKED WINES* NINJA THEORY* THE HOSTE TOM BLACKWELL LTD TRANSAM TRUCKING WESTGATE HEALTHCARE	NORTHERN IRELAND	ACHESON & ACHESON* C.J.L. CONSTRUCTION DAISH'S HOLIDAYS EQUIMEDIA JASUN ENVIROCARE KENNY GROUP LUSH NATRACARE SPC TOWNGATE PERSONNEL TRIGON PENSIONS
LONDON	A1 PHARMACEUTICALS PLC A24 GROUP ALCHEMI GROUP ANGELA MORTIMER ANYA HINDMARCH APRICOT ARORA GROUP BAMFORD BE AT ONE* BRIGHTONS TRAVEL BROOCHINI CREATE FERTILITY DANBRO DIVERSITY TRAVEL EDEN MCCALLUM EFFICIO EQUINOX GLOBAL* EVELINE DAY SCHOOL FINNCAP FOUR FRA GCH CAPITAL GIBBS HYBRID	SCOTLAND	CLWYD COMPOUNDERS CMB ENGINEERING CULTECH DARLOW LLOYD GROUP JOJO MAMAN BEBE KK FINE FOODS MANDARIN STONE MONEYPENNY NEW DIRECTIONS HOLDINGS RON SKINNER & SONS
NORTH EAST	G&G GOODFELLOWS GAINFORD CARE HOMES GREENCROFT BOTTLING HMC GROUP* THE ALMIT GROUP	SOUTH EAST	ABBEYSIDE CARE GROUP ACTIVPAYROLL BOWERCROSS CONSTRUCTION CHAOPHRAYA CHISHOLM HUNTER CLINTEC CURTIS MOORE EDEN SCOTT FREEWORLD TRADING GRANT PROPERTY INTELLIGENT OFFICE UK NOVABIOTICS WHITTAKER ZANTRA
			ASPINAL OF LONDON BARTLETT MITCHELL CARBOSYNTH CORROTHERM INTERNATIONAL EAGLECLIFF GILES TRAVEL* GROVES HIGGIDY KBIS BRITISH EQUESTRIAN INSURANCE LARASIAN GROUP
			JUPITER MARKETING KEP PRINT GROUP MIDDLETON FOODS OAKLAND INTERNATIONAL OBJECTIVITY
			2 SISTERS FOOD GROUP SUMMIT MEDIA SUMO DIGITAL TEAM17 DIGITAL ULTIMA FURNITURE YORKARE HOMES
			YORKSHIRE AND THE HUMBER

“ As Scale-Up Champion and someone who has run a small business, I'm very aware of the challenges businesswomen face, which is why I am delighted to see the increase of female-founded scale ups and their significant contribution to the UK economy. Through our modern Industrial Strategy, the work of the Scale Up Taskforce, and industry-led initiatives like the Scale Up Institute's Female Founder Index, I'm determined to ensure Government and industry are working to equip women with the tools they need to succeed in business.”

KELLY TOLHURST
MINISTER FOR SMALL BUSINESS, CONSUMERS & CORPORATE RESPONSIBILITY

“ It's encouraging to see female founded scaleups increasing in both number and investment raised. British Patient Capital strongly believes in the value of diversity as an important element of business success, so we welcome the findings of the 2019 Female Founder Index in highlighting and celebrating the growth of these women-led businesses.”

CATHERINE LEWIS
LA TORRE, CEO, BRITISH PATIENT CAPITAL

INTERESTING FACTS

- At 94, Maria Keaveney-Jessiman, founder of Eveline Day and Nursery Schools in south-west London, remains actively engaged with the business she started as a working mother in the 1960s.
- Chisholm Hunter, the oldest company in our list, was actually founded in Glasgow in 1857. Harry and Tracey Brown bought it in 1993; it is now a fast-growing diamond merchant with a second generation of Browns working in the business.
- Our UK Female Founded Scaleups are truly international - both having founders and employees from across the world and global operations such as Anya Hindmarch, Mr & Mrs Smith, Lush and Clintec.
- They include household names such as Pho, Go Ape, Nails Inc and JoJo Maman Bébé.

¹ Visible scaleups are those hitting Companies House filings thresholds of £10.2 million in annual turnover.

* During the time of their scaleup growth, these companies have been acquired, and continue to operate as part of a larger company



TOP SECTORS

36%



BUSINESS AND PROFESSIONAL SERVICES

26%



INDUSTRIALS

14%



PERSONAL SERVICES

TOP REGIONS

BY NUMBER OF FEMALE FOUNDED SCALEUPS

PUBLIC PROCUREMENT

7 COMPANIES

12 CONTRACTS

£127M VALUE

H&A

Northern Ireland, Utilities management and repair services

POTENS

North West, Specialised care services for children and adults

BARTLETT MITCHELL

South East, Catering company

UKFAST

North West, Digital security services

HOLY CROSS

West Midlands, Care Homes

RED SNAPPER RECRUITMENT

London, Recruitment Services

CARBOSYNTH

South East, Chemical development/distribution

TOP ADVISORS

BY NUMBER OF VISIBLE SCALEUPS ADVISED

BDO

RSM UK AUDIT

KPMG

PRICEWATERHOUSECOOPERS

DELOITTE

GRANT THORNTON UK

ERNST & YOUNG

MAZARS

BARNES ROFFE

Beauhurst

“ There is no shortage of female-led businesses and it's vital to make sure we enable more of them to scale. Steps are being taken to encourage more female angel investors and VC partners. Funds have been launched that will allocate more to companies with higher levels of gender diversity. Having more role models will exponentially encourage more women to scale up their businesses. This Index should be a great encouragement for us all.”

SAM SMITH, CEO AND FOUNDER, FINNCAP



9 SCALEUPS RECEIVING INNOVATE UK GRANTS TOTALLING £1.8M

2 SISTERS FOOD GROUP
CARBOSYNTH
CLWYD COMPOUNDERS
HEPTARES

HIGGIDY
KILLOUGHRY
KK FINE FOODS
LUSH
NINJA THEORY

“ Innovate UK's support has enabled a range of female-founded companies to achieve scaleup status. We will continue our commitment to helping female innovators scale their businesses through our investment funds and our Women in Innovation network.”

MAXINE ADAM, HEAD OF ENTERPRISE EUROPE NETWORK, INNOVATE UK

- 66 LONDON
- 13 SCOTLAND
- 10 WALES
- 5 CHESHIRE AND WARRINGTON
- 5 HERTFORDSHIRE
- 4 ENTERPRISE M3
- 4 LANCASHIRE
- 4 LEEDS CITY REGION
- 4 LEICESTER AND LEICESTERSHIRE
- 4 WEST OF ENGLAND

TOP FUNDERS

BY NUMBER OF FUNDRAISING DEALS INTO SCALEUPS WITH AT LEAST ONE FEMALE FOUNDER

FUNDER	FUNDRAISING
BGF GROWTH CAPITAL	4
LIVINGBRIDGE	4
SANTANDER CORPORATE & COMMERCIAL	3
SANTANDER BREAKTHROUGH PROGRAMME: GROWTH CAPITAL FUND	2
YORKSHIRE BANK BUSINESS AND PRIVATE BANKING CENTRE	2
BARCLAYS CORPORATE & ACQUISITION FINANCE	2
HSBC FLEXIBLE BUSINESS LOAN	2
HSBC COMMERCIAL BANKING	2
LLOYDS BANK COMMERCIAL FINANCE	2
PIPER PRIVATE EQUITY	2
RBS	2

“ Small businesses are the backbone of local communities and the wider UK economy. Yet just 20% of those businesses are female led. By showcasing our growth heroes, which this index helps to do, we elevate the profile of these female leaders, helping to turn 20% into 50%”

CHARLOTTE KEENAN, HEAD OF GOLDMAN SACHS 10,000 SMALL BUSINESSES UK