

## Grace Enterprises: Transforming lives through supportive employment in our sustainable businesses: July 2022 Update

### Context:

The mission of Grace Enterprises (“GE”) is to grow a network of sustainable, commercially competitive and socially responsible businesses that help reduce long-term unemployment and poverty in Nottingham and beyond. GE creates supportive, paid jobs for people who face significant barriers to work. Our teams include ex-offenders, ex-homeless, ex-addicts, people who have suffered domestic abuse and those with physical and mental health challenges.

The first business we started was Radiant Cleaners, a multi award-winning and pioneering Social Enterprise cleaning company. Along the way it has employed over 75 people, paying everyone the real Living Wage, and it has won the support of major corporate clients who believe in our mission and have seen us deliver a consistent quality service. Cleaning is not the answer for everyone though. The Grace Enterprises vision has always been to have multiple businesses with the same ethos and values. Our future ventures will provide different kinds of employment opportunities, to help those people whom Radiant Cleaners cannot.

*"In my life I've been abused, suffered domestic violence and been isolated. I had no qualifications and thought 'what's the point of life?' Now I've got a job my life is a lot better, I'm not isolated, I have the chance to get out and meet different people. It makes me feel a lot better. I feel like someone again. My confidence is a lot better, I'm more positive, I've got more hope."*

Sarah, one of the first Radiant Cleaners employees and a positive role-model

### July Update:

#### Providing holistic employee support

TTECF awarded a grant to help Grace Enterprises expand and develop the holistic employee support they offer to all the employees in their social enterprises. This support has helped to enable the empowerment of an additional member of the GE team to arrange and conduct the unique 'Living Life Reviews'. These reviews are a key part of helping employees set goals - and measure impact. The next step is to develop the training so that other organisations can use the GE methods in other parts of the country, and benchmark their results against the larger GE dataset.

Wayne<sup>1</sup> was referred to GE from an Addiction service in Nottingham. He had been drug free for 18 months but was unable to get a job, resulting in him becoming socially isolated and suffering from low mental health. The Living Life Reviews have enabled discussions around mental health, family relationships and parenting. The team socials have been significant for him and his partner. The Radiant Cleaners job has also been a catalyst for a second job with one of our customers. The living life scores show overall improvement but especially in the areas of hope, relationships and workplace skills.

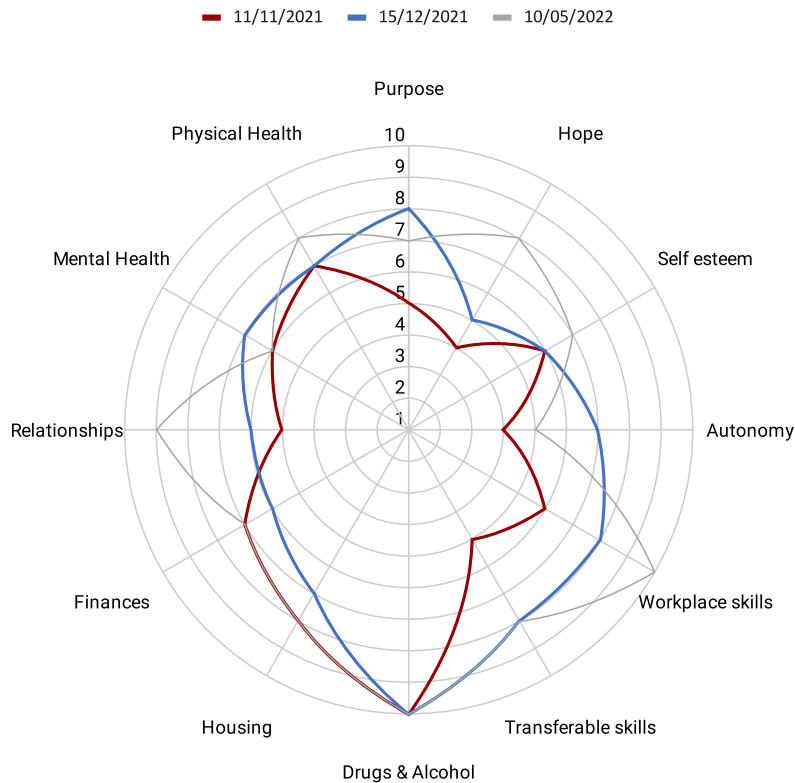
Quotes from Wayne:

"I'm not a religious person but this job was a God-send"

"If it wasn't for Radiant Cleaners I'd be stuck at home twiddling my thumbs or worse than that-back where I was 3 years ago (doing drugs or in prison)"

"This is more than a job- you are interested in me as a person"

<sup>1</sup> Name changed to protect employees privacy



## Jubilee Events up and running!

Jubilee Events: The second Grace Enterprises business is in its first year of operation, and things have been very busy already this summer! We're passionate about excellent events providing employment and delivered in an ethical way. We've already employed 5 new people, as well as giving 4 of our Radiant Cleaners' team experience of a different industry. Among the services we offer are:

- Marquee and pagoda hire, from 6x6m up to 9x21m including decorative linings, lighting and furniture
- Event management, coordination and staffing

We've been delighted to host corporate events, weddings and large family parties... and are looking forward to creating more jobs as the business grows.

## Partnering to see lives transformed!

As we head into summer, the Grace Enterprises team have had a time to reflect on the past year and a few words come to mind: growth, stretching, teamwork, open doors, provision... we have a lot to be thankful for at Grace Enterprises.

Financial and coaching support from TTECF has allowed Grace Enterprises to invest in developing employee support, and establishing the leadership foundations that future growth will be built upon.

These are great examples of Grace Enterprises working collaboratively for greater benefit within the community, demonstrating: kindness, humility, consistent delivery of high quality service, and the ability to coach (some of the "Nine Habits of Trust" <https://trustedexecutive.com/nine-habits-of-trust>).