



THE
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Grace Enterprises: Transforming lives through supportive employment in our sustainable businesses:

Autumn 2025 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.

Since October 2021 TTECF has awarded grants totalling £36,000 to Grace Enterprises as well as coaching and pro-bono IT application development support.

"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

Autumn 2025 Update:

Grace Enterprises (GE) latest annual report (<https://www.graceenterprises.co.uk/our-work>) highlights the sustainable transformation that they are facilitating in the lives of many who would often be considered least in our society.

Highlights from the report include:

- 22,500 hours of employment at the real living wage;
- 18 new employees;
- 41% of GE staff have previously been unemployed for greater than 12 months - this is often considered to be a major barrier to employment.

Below you will see some extracts from the report. The Living Life Impact Report (p4) is just one case study within a total of 91 lives impacted by GE's holistic transformational approach.



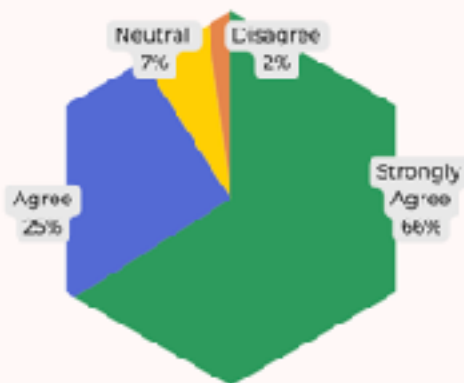
Positive Impact

33% of our team agree that working for a Grace Enterprises business has a positive effect on their life.

"It's proper targeted support in areas where it's needed."

Hal's the Story employee

Our employees' responses to the statement:
Working for Grace Enterprises positively impacts my life.



Mentoring

As well as holistic in-work support, every employee has the option to access mentoring. We have a team of volunteer mentors who offer additional 1:1 encouragement and support.

Barriers to Work

45%



45% of employees have struggled with mental health.

"I came from a background of homelessness and addiction."

Half the Story employee

41%



41% of Grace Enterprises employees had previously been unemployed for 12+ months.

According to the Learning and Work Institute, this can have a 'significant impact' and make it much harder to find work.

Other major barriers to work:



30%
English as a second language



24%
Homelessness



24%
Disability



17%
In trouble with police



16%
Drug misuse



15%
Refugees



13%
Domestic violence



12%
Alcohol



11%
Learning difficulties



Living Life Index

Our Living Life Index (LLI) enables us to effectively support staff throughout their employment.

In regular one-to-one reviews, we help employees to reflect on various areas of their life.

Its oneway of ensuring that those with barriers to work continue to thrive holistically and move forward.

Through our LLI we can:

Facilitate transformation through reflection, action-planning and signposting.

Monitor transformation holistically to measure our social impact.

Increase our effectiveness at transformation by providing insights to improve our employment model.



Living Life Impact

Here is a real life example of an LLI review.

Helen* gave the first set of responses at the beginning of employment (in purple) and the second set after six months (in yellow).

From Helen's review data we can see a significant increase in how they've reported their self-esteem, workplace skills and mental health.

This check-in process also gives us the opportunity to explore any areas of decrease, and look at future plans.

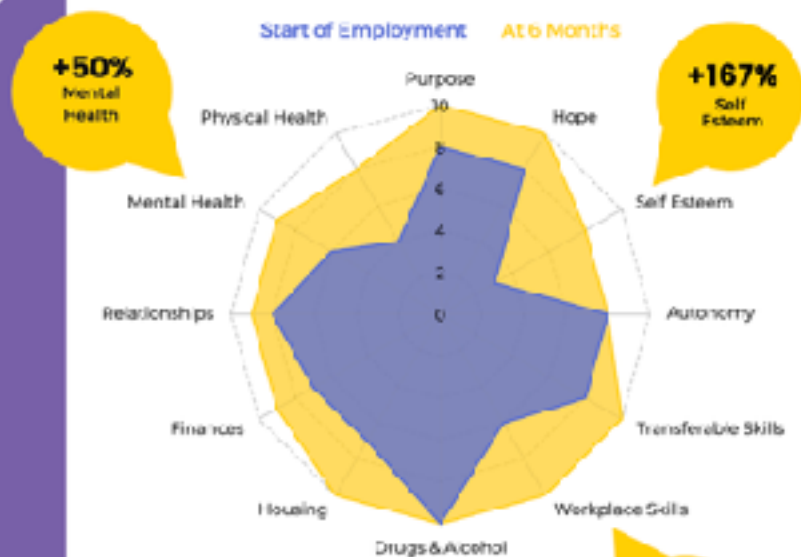
**name changed for privacy*

91

We carried out 56 Living Life Reviews in 2024.

That's over 68 hours of one to one support

Living Life Review monitoring for Helen*



"The whole ethos of your business has helped me to thrive, and changed their life (both inside and outside of work) for the better."

Nottingham County Council Support Worker

+67%
Workplace Skills

+167%
Self Esteem

+50%
Mental Health



These abstracts from Grace Enterprises Annual Report are clear evidence that their vision is transforming lives every day. They are great examples of charity and business leaders working together for greater benefit within the community, demonstrating: bravery, kindness, humility, and the consistent delivery of high quality service (some of the “Nine Habits of Trust” <https://trustedexecutive.com/nine-habits-of-trust>).