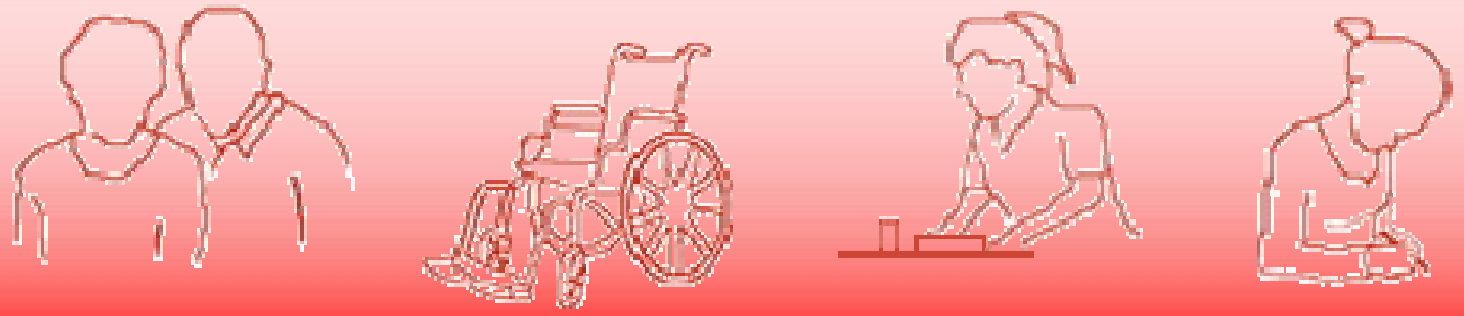
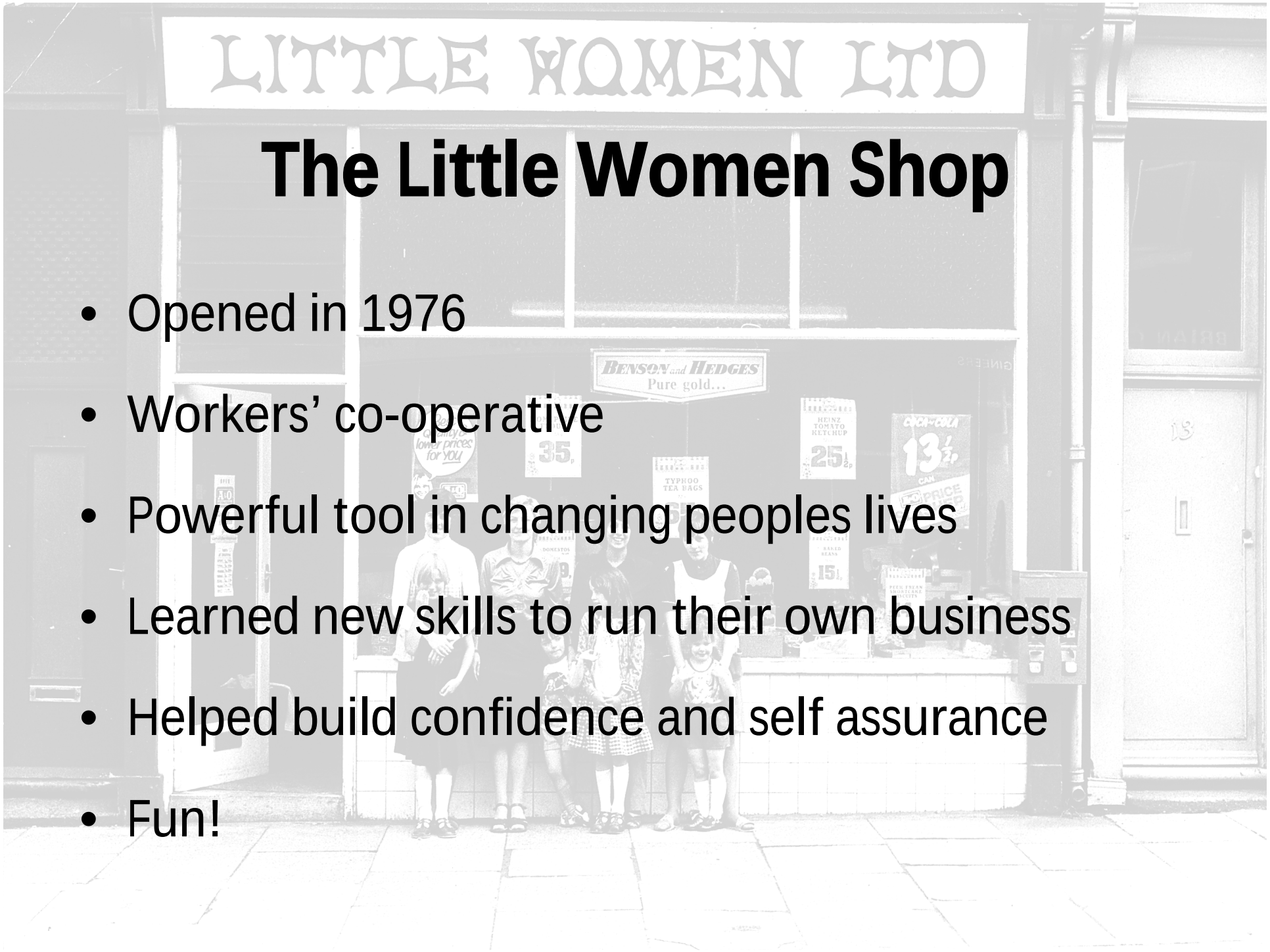
Sunderland Home Care Associates

Social Care and Mutualisation The Vision





The Little Women Shop

- Opened in 1976
- Workers' co-operative
- Powerful tool in changing peoples lives
- Learned new skills to run their own business
- Helped build confidence and self assurance
- Fun!

Little Women Household Services

- Set up in 1983
- Homecare co-operative
- Used social security benefits to cover the cost of care
- Employed 20 women
- Ended due to change of legislation (withdrawal of benefits)

Sunderland Home Care Associates

- Started providing service in 1994
- Recruited 20 people
- Training is a priority
- Democratic principles are at the heart of our organisation
- Decided to expand

Sunderland
Home Care Associates

From 1994 to 2011…..

Employees 20 → 380 (includes S.Tyneside)

Weekly Workload 450 → 7000
Hours+

Turnover £0 → £4m

Pre Tax Profit £0 → £160,000

16% of shares passed to employees

What we do

- Help older, disabled, and vulnerable people remain in their own homes to live as independent a life as possible for as long as possible, by providing a personal care service

- We provide academic support for students with disabilities who study at Sunderland University

What we do

- We provide mentoring support for students with learning disabilities at Sunderland colleges

- We work with children with disabilities, supporting families

- We have an internet cafe, The Monk's Kitchen, which provides placement opportunities for students with learning disabilities

What we do

Independent Futures

IF is an exciting venture that supports people with learning disabilities that have been in long stay units and are now in their own homes

Partners

Re Settlement Team, Adult Services

Health

SHCA

Care and Share Associates Ltd.

The Model (based on the SHCA experience)

- Democratic and Participative
- North Tyneside Home Care Associates (75 staff/2100hrs)
- Newcastle Home Care Associates (45 staff/900 hrs)
- Manchester Home care Associates (47 staff/1100hrs)
- Calderdale Home Care Associates (45 staff/1000hrs)
- Knowsley Home Care Associates (just starting off)

Model for Mutualisation

- Workers are valued and feel part of the organisation
- People participate and are listened
- They have an actual stake in the organisation
- Commitment, Commitment, Commitment!

The Future

Engage with people and let them know how it works

Engage with employers and Trade Unions

Spread the news and sell the idea