



THE 2020 SCALEUP FEMALE FOUNDER INDEX



Our third ScaleUp Female Founder Index shows that the number of 'visible' scaleups continues to increase - up nearly 10 per cent from 2019. Each one of these scaleups has at least one female founder. They collectively generate nearly £10bn and employ over 71,000 people, with an average turnover of £51m. Between them, they raised a total of £857m in investment. This upward trajectory needs to be maintained and investment opportunities, which slowed slightly in 2019, must be levelled up. From plant hire to pharmaceuticals, baking to building, care homes to creatives, the 2020 Female Founder Index proves our female entrepreneurs are versatile, bold and global. May their Rise continue.

“It’s encouraging to see that since last year the number of female founded scaleups has increased across the UK, and in sectors such as life sciences, where the UK has strong potential to build global champions. We know increasing diversity isn’t just the right thing to do, it’s the smart thing, so we welcome the findings of the 2020 Scaleup Female Founder Index in highlighting and celebrating the growth of these women-led businesses.”

CATHERINE LEWIS LA TORRE, CEO, BRITISH PATIENT CAPITAL

NO. OF VISIBLE SCALEUPS

194



TOTAL INVESTMENT

£857M



NO. OF JOBS

71,237



TOTAL TURNOVER

£9.9BN

2020 FEMALE FOUNDERS INDEX

EAST MIDLANDS

AVAILABLECAR
BANK HOUSE CARE HOMES
DANAHER & WALSH
ELBAR GROUP
EMB GROUP
FREM GROUP
MORNINGSIDE
MOTODIRECT
PALL-EX
RICK BESTWICK

EAST OF ENGLAND

ARK-H GROUP
AZEBRA
BREHENY
GO APE
H&G RECRUITMENT
HERRCO COSMETICS
JEESAL GROUP
MAKE BELIEVE IDEAS
MASTERSONS
MONICA VINADER
NINJA THEORY
TOM BLACKWELL LTD
TRANSAM TRUCKING
WESTGATE HEALTHCARE
ZANTRA

LONDON

A1 PHARMACEUTICALS PLC
A24 GROUP
ALCHEMI GROUP
ANGELA MORTIMER
ANYA HINDMARCH
APRICOT
ARORA GROUP
BAMFORD
BENNETTS ASSOCIATES
BRIGHTSUN TRAVEL
CAROUSEL CONSULTANCY
DRAKE & MORGAN
EA CHANGE GROUP
EAGLE HOUSE GROUP
EDEN MCCALLUM
ENVY POST PRODUCTION
EVELINE DAY SCHOOL
FINNCP
FOUR
FRA
GCH CAPITAL
GIBBS HYBRID
GREENLIGHT
HANDLE FREELANCE SOLUTIONS
HANSON WADE

HOLLYBROOK
HOME FROM HOME CARE
HYPEROPTIC
IIAA
ITH PHARMA
KILLOUGHERY
LOGIC4TRAINING
LOVE SUCCESS
LOWY GROUP
MAPLE SYRUP MEDIA
MAVERICK
MR & MRS SMITH
NAILS INC
NOTONTHEHIGHSTREET
NUTOPIA
ONCE UPON A TIME
PARAGON BROKERS
PHO
PLP ARCHITECTURE
POTTERMORE
RAPID ACTION PACKAGING
RESEARCH PARTNERSHIP
RIVER STREET
SADIE COLES HQ
SAHARA CARE
SALT RECRUITMENT GROUP
SERAPHINE
SOMEONE
SPORTPURSUIT

TANGLEWOOD CARE HOMES
THE BREAKFAST CLUB
THE CONSULTING
CONSORTIUM
THE GOOD CARE GROUP
THE MEDICAL CHAMBERS
KENSINGTON
VICTORIA MIRO
WOODLANDS SITE SERVICES

NORTH EAST

CRAFTER'S COMPANION
G&G GOODFELLOWS
GAINFORD CARE HOMES
GREENCROFT BOTTLING
THE ALMIT GROUP

NORTH WEST

BADGER OFFICE SUPPLIES
BOOST JUICE BARS
C&C CATERING EQUIPMENT
COMMUNITY WINDPOWER
CREATE CONSTRUCTION
DANBRO
DAWSONS DEPARTMENT
STORE
DIVERSITY TRAVEL
ESL FUELS

GILPIN HOTEL & LAKE HOUSE
GLADMAN
GLADSTONE BROOKES
GULLIVER'S THEME PARKS
KIDS PLANET
LAILA'S FINE FOODS
NWES
POTENS
QUALITY SAVE
UKFAST
WARREN JAMES
WESTMORLAND FAMILY

NORTHERN IRELAND

BUDGET ENERGY
DECORA
DIRECT MEDICS
H&A MECHANICAL SERVICES
TINNELLY CONSTRUCTION

SCOTLAND

ABBEYSIDE CARE GROUP
ACTIVPAYROLL
BOWERCROSS
CONSTRUCTION
CHISHOLM HUNTER
CLINTEC
CURTIS MOORE
EDEN SCOTT
FREEWORLD TRADING
GRANT PROPERTY
MONTPELIER
NOVABIOTICS
PACIFIC CARE
TWIG WORLD
WHITTAKER

SOUTH EAST

ASPINAL OF LONDON
BARTLETT MITCHELL
CARBOSYNTH
CORROTHERM
INTERNATIONAL
EAGLECLIFF
GROVES
HIGGIDY
KBIS BRITISH EQUESTRIAN
INSURANCE
LARASIAN GROUP
LES CAVES DE PYRENE
MEMSET
MINT VELVET
NURSE PLUS
ORIGIN FRAMES
PJ CARE
PORTA ROMANA
READYPOWER

SERENITY HOLIDAYS
THE GEOGHEGAN GROUP
WOODLANDS HILLBROW

SOUTH WEST

COATE WATER CARE
DAISH'S HOLIDAYS
EQUIMEDIA
HAPPY DAYS NURSERIES
INTELLIGENT OFFICE UK
JASUN ENVIROCARE
KENNY GROUP
LUSH
M.B. CROCKER
NATRACARE
SPC
TOWNGATE PERSONNEL
TRIGON PENSIONS
WILTSHIRE CONCRETE

WALES

CLWYD COMPOUNDERS
CMB ENGINEERING
CULTECH
DARLOW LLOYD GROUP
JOJO MAMAN BEBE
KK FINE FOODS
MANDARIN STONE
MON MOTORS
MONEYPENNY
NEW DIRECTIONS HOLDINGS
ROBERTS OF PORT DINORWIC
RON SKINNER & SONS

WEST MIDLANDS

AUTOSMART
BATHEMPIRE
BET365
CARE THROUGH THE
MILLENNIUM
DIAMOND BOX
EXASOFT
HOLY CROSS
JUPITER MARKETING
KEP PRINT GROUP
MIDDLETON FOODS

YORKSHIRE AND THE HUMBER

BW LEGAL
COUNTRY STYLE FOODS
FAIRFAX PLANT HIRE
KEELHAM FARM SHOP
TEAM17 DIGITAL
ULTIMA FURNITURE
YORKKARE HOMES

INSIGHTS

- Almost half (49%) of these companies have been scaling year on year since 2014, while more than one in five (23%) are new entries to this year's list.
- From Aberdeen to Cornwall 69 per cent of our female founded scaleups are based outside of London making their regional impact phenomenal.
- The North West region has the highest number of female founded scaleups outside London.
- Local councils and the NHS in England and Wales were the top buyers from female founded scaleups in the last year.
- They include retail brands such as Notonthehighstreet, Crafter's Companion, Anya Hindmarch, Monica Vinader, Seraphine and JoJo Maman Bébé and a growing number in the creative and life sciences sectors.
- It is also interesting to see evolving employment structures in scaleups such as Lush, Bennetts Associates, and Care Through The Millennium who have all committed their futures to employee ownership trusts.
- Alongside great female founders are fantastic partners. Natascha and Dave Cadle co-founded Envy Post Production in London; Alan and Marion Malik co-founded Coventry software business Exasoft; Geraldine and Chris Smith started Wiltshire care home group Coate Water Care.
- Female founders span the generations. Vera Danaher co-founded her business in 1969; Sara Davies started Crafter's Companion as a university student in 2005.
- Mentors make a difference: "Mentors can play a vital role in bringing out all the inner confidence in female founders. Get yourself a motivational mentor who will encourage you to challenge, grow and succeed." Debbie Bestwick MBE, CEO and co-founder, Team 17 Digital. Based in Wakefield and Nottingham, this AIM-listed video games publisher and developer is scaling by both turnover and employees.

TOP SECTORS

23%



BUSINESS AND PROFESSIONAL SERVICES

18%



INDUSTRIALS

11%



GENERAL SERVICES

TOP REGIONS

BY NUMBER OF FEMALE FOUNDED SCALEUPS

PUBLIC PROCUREMENT

10 COMPANIES

28 CONTRACTS

£4.3M VALUE

CARBOSYNTH
South East, Chemicals, Other materials production/mining

DIVERSITY TRAVEL
North West, Business travel services, Travel agents

EAGLE HOUSE GROUP
London, Educational services

GAINFORD CARE HOMES
North East, Nursing and care services, Other accommodation

HOLY CROSS
West Midlands, Nursing and care services

MEMSET
South East, Website hosting or server provision services

MORNINGSIDE
East Midlands, Healthcare products, Pharmaceuticals, Wholesale

PJ CARE
South East, Nursing and care services

POTENS
North West, Nursing and care services

THE GOOD CARE GROUP
London, Nursing and care services, Other personal healthcare services

TOP ADVISORS

BY NUMBER OF VISIBLE SCALEUPS ADVISED

RSM UK AUDIT
BDO
MAZARS
GRANT THORNTON UK
PRICEWATERHOUSECOOPERS
KPMG
DELOITTE
NEXIA SMITH & WILLIAMSON
HAZLEWOODS
COOPER PARRY
UHY HACKER YOUNG

Beauhurst

7 SCALEUPS RECEIVING INNOVATE UK GRANTS TOTALING £2.2 MILLION

CARBOSYNTH
CLWYD
COMPOUNDERS
HIGGIDY

KK FINE FOODS
LUSH
NINJA THEORY
NOVABIOTICS

“ Supporting female-founded companies to achieve scaleup status is a key commitment of Innovate UK. As well as our funding competitions we will continue to help through our regional network, international linkages and specialist business growth and scaling support. Our Women in Innovation campaign seeks to get more female founders engaging with Innovate UK, to foster their innovative solutions and growth opportunities worldwide.

MAXINE ADAM, HEAD OF BUSINESS GROWTH, INNOVATE UK



“ It’s great to see the number of female-led businesses increase by 10% from 2019, but more needs to be done regarding investment. Last year just 9% of growth capital was invested in companies with at least one female founder. Having more role models will encourage more women to scale their businesses and the ScaleUp Index is a valuable source of encouragement for us all.”

SAM SMITH, CEO AND FOUNDER, FINNCAP

TOP FUNDERS

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

FUNDER	FUNDRAISINGS
SANTANDER	6
BGF	5
RBS	3
CLYDESDALE AND YORKSHIRE BANK	3
HSBC	3
SCOTTISH ENTERPRISE	3
NATWEST	2
LIVINGBRIDGE EP	2
LLOYDS BANK COMMERCIAL FINANCE	2
HSBC COMMERCIAL BANKING	2
CRESCENT CAPITAL	2
BARCLAYS CORPORATE BANKING	2
SILICON VALLEY BANK (SVB)	2

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