

# THE 2021 SCALEUP FEMALE FOUNDER INDEX



Our fourth ScaleUp Female Founder Index reveals a terrific 93% increase in female founded scaleup businesses breaking through the £10m barrier as well as a healthy pipeline. This is a very encouraging trend. We now have 371 'visible' scaleups with at least one female founder - up from 154 in our first Index in 2018. They collectively generate nearly £20.8bn, employ 140,000 people; both double the numbers of 2020. The average turnover of these companies is £56m and they have raised £1.67bn. Two-thirds of them are based outside of London. They are on the frontline of the Covid pandemic, from developing therapies to running care homes, and of the digital revolution, from cybersecurity to challenger banks. They are in all sectors - from scrap metal to smoked foods, from wine to wildlife parks, from cancer treatments to car sales - demonstrating resilience, ambition and innovation at a growing scale. Celebrate them, buy from them, work with them, know them. Our female scaleup founders are on the rise and we need to continue our collective efforts to support them across the country in their scaleup talent, markets and investment needs.

NO. OF VISIBLE SCALEUPS

371



TOTAL INVESTMENT

£1.67bn



NO. OF JOBS

140k



TOTAL TURNOVER

£20.8bn

## 2021 FEMALE FOUNDERS INDEX

### EAST MIDLANDS

AVAILABLECAR  
BANK HOUSE CARE HOMES  
CHAMPIONS (UK)  
DANAHER & WALSH  
EMB GROUP  
ELBAR GROUP  
FREM GROUP  
MEGA RESOURCES  
NURSING & CARE  
MORNINGSIDE  
MOTODIRECT  
ORA TOWELS  
PALL-EX  
RESOLUTE CARE  
THE CURVE GROUP  
TURNERFOX  
WARNER'S DISTILLERY

### EAST OF ENGLAND

AZEBRA  
ALPHA  
AMARA  
ARCHCO  
DEVELOPMENTS  
ARK-H GROUP  
BLUE TREE  
BREHENY  
BUTTERCUP  
MONTESSORI  
DARKTRACE  
GO APE  
GROUND CONTROL

H&G RECRUITMENT  
HERRCO COSMETICS  
INIVATA  
JEESAL GROUP  
MASTERSONS  
NELLSAR CARE HOMES  
NUMBERMILL  
SHAKEN UDDER  
STRIKE  
TOM BLACKWELL LTD  
TRANSAM TRUCKING  
WARINGS FURNITURE  
WESTGATE HEALTHCARE  
ZANTRA

### LONDON

A1 PHARMACEUTICALS  
PLC  
A24 GROUP  
AASHNI & CO  
ABOKADO  
ABRA WHOLESALE  
ADVANIA HEALTH CARE  
ALBION AND EAST  
ALCHEMI GROUP  
AMICULUM  
ANGELA MORTIMER  
APRICOT  
ARORA GROUP  
AVILLION  
AZIMO  
BAO LONDON  
BAMFORD  
BENNETTS ASSOCIATES

BLUEBELLA  
BOARD INTELLIGENCE  
BRIGHTSUN TRAVEL  
CAROUSEL  
CONSULTANCY  
CARPENTERS  
WORKSHOP GALLERY  
CITITEC GROUP  
COLICCI  
CROWDVISION  
CULT BEAUTY  
CUPCAKE CLOTHING  
DAISY GREEN  
DAMIRA DENTAL  
STUDIOS  
DARWIN AND WALLACE  
DELFF MANAGEMENT  
DIGME FITNESS  
DIVERSITY TRAVEL  
DRAKE & MORGAN  
EDEN MCCALLUM  
EMILIA WICKSTEAD  
ENVY POST  
PRODUCTION  
EVELINE DAY SCHOOL  
FRA  
FOUR  
FUTUREHEADS  
RECRUITMENT  
GCH CAPITAL  
GALVAN  
GIBBS HYBRID  
GLORIOUS BRANDS  
GOLDEN TOURS  
GOVNET

HAJI BABA  
HALCYON GALLERY  
HANSON WADE  
HAY HILL WEALTH  
MANAGEMENT  
HEDONISM WINES  
HIFLUX  
HOCKLEY  
HOLLYBROOK  
HOME FROM HOME  
CARE  
HONEY & CO  
HOPKINS ARCHITECTS  
ITH PHARMA  
ILLIQUIDX  
INTERLINK DIRECT  
JAMB  
KELLYDELI  
KILLOUGHERY  
LAH PROPERTY  
MARKETING  
LAUNCHPAD RESEARCH  
LET ME PLAY  
LITTLE MOONS  
LITTLESTAR  
LOGIC4TRAINING  
LONDON HIRE  
LOVE SUCCESS  
LOWY GROUP  
MAMALAN  
MAPLE SYRUP MEDIA  
MAVERICK  
MISSOMA  
MONICA VINADER

## INSIGHTS

Along with the doubling of Female Scaleup Founders breaking through the £10m barrier - we see

- A 110% increase in aggregate turnover.
- A 96% increase in total employment.
- Phenomenal Productivity - each Female Founder scaleup generates an average of £148,739 of turnover per employee.
- A UK-wide phenomenon: The percentage of femalefounded scaleups outside of London has remained stable at 63% and they are widely distributed: the top three regions are the South East, South West, and North West.
- Many of these companies have been scaling year on year since our first Female Founder Index in 2018. These include Deborah O'Neil, founder and CEO of antimicrobial pioneer NovaBiotics, and Helen Broughton, co-founder of accountancy services business Danbro.
- The majority were also founded over 15 years ago and nearly half over 20 years ago.
- New entries to this year's Index include cybersecurity company Darktrace; digital bank Starling Bank; Indian street food chain Mowgli; cancer drug development company Avillion; "Hostile Planet" producers Plimsoll Productions; gin distillers Warner's; cheese processors Exton's Foods; and waste recycling company Re-Gen Waste.
- The University of Sheffield, the Department for International Development and the University of Lincoln were the top buyers from female founded scaleups last year.
- Alongside great female founders are fantastic partners. Cycling goods retailer Saddleback was founded by Andrew and Sarah Wigmore in 2004 from their back room; Adam and Carole Warren have grown Greenworks into one of the UK's leading coffee service providers; Willie and Susan (now Lord and Lady) Haughey started City Group in 1985 and it is now a global facilities management company.
- Female founders keep on scaling. At 73, Jeanne Wilson has been acquiring businesses in 2021 to expand Daish's Holidays, the holiday operating business she started in 1979.

“ It is great to see so many scaleup female founders from across the country and the range of services that they provide to our society. As a female founder myself it is important as individuals that we have visibility of these companies, so that we can recognise their value and propel their further growth and scale.”

SAHAR HASHIMI OBE, SERIAL ENTREPRENEUR

MORE2  
MR & MRS SMITH  
NAILS INC  
NASCO  
NEEDLE & THREAD  
NEG EARTH LIGHTS  
NORTH SOUTH WINES  
NOTONTHEHIGHSTREET  
NUSA KITCHEN  
NUTOPIA  
ONCE UPON A TIME  
OXFORD INTERNATIONAL  
EDUCATION GROUP  
PLP ARCHITECTURE  
PARAGON BROKERS  
PHO  
POTTERMORE  
PRIMROSE BAKERY  
PRIORITY ONE IT  
Q5  
QDOS ENTERTAINMENT  
RAPID ACTION  
PACKAGING  
RE:COGNITION HEALTH  
RED TOURS  
RESEARCH PARTNERSHIP  
RICHMOND  
PHARMACOLOGY  
RIVER STREET  
RUDE HEALTH  
SADIE COLES HQ  
SAHARA CARE  
SALT RECRUITMENT  
GROUP  
SCRAPCO METAL  
RECYCLING  
SMARTWAY  
PHARMACEUTICALS  
SOMEONE  
SPACE & SOLUTIONS  
SPORTPURSUIT  
STARLING BANK  
STATE OIL (T/A PRAX  
GROUP, AND HARVEST  
ENERGY)  
TAVIRA SECURITIES  
THE BREAKFAST CLUB  
THE CONSULTING  
CONSORTIUM  
THE DETOX KITCHEN  
THE MEDICAL CHAMBERS  
KENSINGTON  
THIS IS BEYOND  
TONKOTSU  
TOPIA  
TROPIC SKINCARE  
USB INTERNATIONAL  
UNSWORTH GLOBAL  
LOGISTICS  
VARDAGS  
VECTOS  
VERITAS INVESTMENT

MANAGEMENT  
VICTORIA MIRO  
WINCH DESIGN  
WOODLANDS SITE  
SERVICES  
CARWOW  
EA CHANGE GROUP  
FOLLOWME2  
IAAA  
THE7STARS  
TOUCANBOX

#### NORTH EAST

CRAFTER'S COMPANION  
ECHO-U  
G&G GOODFELLOWS  
GREENCROFT BOTTLING  
LANCHESTER WINES  
LEMON  
MANOMASA  
PRIMA CHEESE  
QUANTUMDX  
THE ALMIT GROUP  
THE OLD BOAT HOUSE  
FOOD GROUP

#### NORTH WEST

BADGER OFFICE  
SUPPLIES  
BOOST JUICE BARS UK  
BRITTON-HILLARY  
C&C CATERING  
EQUIPMENT  
CREATE CONSTRUCTION  
DANBRO  
ESL FUELS  
EXTONS FOODS  
FORREST FRESH FOODS  
FRAGRANCE DIRECT  
GILPIN HOTEL & LAKE  
HOUSE  
GLADMAN  
GULLIVER'S THEME PARKS  
H & S RESTAURANTS LTD  
HBN RESTAURANTS  
JUST CHILDCARE  
KIDS PLANET  
LAILA'S FINE FOODS  
LAKELAND LEISURE  
ESTATES  
MOWGLI  
NWES  
POTENS  
PROFESSIONAL CARERS  
QUALITY SAVE  
STAVELEY'S EGGS  
WARREN JAMES

#### NORTHERN IRELAND

CREATIVE GARDENS  
DECORA  
DIRECT MEDICS

FINNEBROGUE  
H&A MECHANICAL  
SERVICES  
MCKEEVER HOTEL  
GROUP  
PRM GROUP  
RE-GEN WASTE  
TINNELLY  
CONSTRUCTION

#### SCOTLAND

A.S. SCAFFOLDING  
APS BIOCONTROL  
ABBEYSIDE CARE GROUP  
BOWERCROSS  
CONSTRUCTION  
CITY FACILITIES  
MANAGEMENT  
CRANNOG  
CURTIS MOORE  
EDEN SCOTT  
FIREFISH  
FRASIA WRIGHT  
ASSOCIATE  
FREEWORLD TRADING  
GS ASSOCIATES  
HALSPAN  
LAZY DAY FOODS  
LOMOND FINE FOODS  
MONTPELIER  
NOVABIOTICS  
PG PAPER  
PACIFIC CARE  
TC BIOPHARM  
TWIG WORLD  
W M DONALD  
WHITTAKER  
WORKSMART INTERIORS  
ACTIVPAYROLL

#### SOUTH EAST

ACTEGY HEALTH  
ASPINAL OF LONDON  
CADLINE  
CAVE DIRECT  
CORROTERM  
INTERNATIONAL  
EAGLECLIFF  
EXAGRIS LIMITED  
GEW ENGINEERING UV  
GAMES QUEST  
GIGGLING SQUID  
GREENWORKS  
GROVES  
GUARDIAN ANGEL  
CARERS  
HOBBS REHABILITATION  
IN CLOUD SOLUTIONS  
INDUSTRIOUS  
RECRUITMENT  
J&B HOPKINS  
JOMA JEWELLERY

LARASIAN GROUP  
LES CAVES DE PYRENE  
LONGACRES LANDSCAPE  
N2O  
NAVENIO  
NURSE PLUS  
ORIGIN FRAMES  
PJ CARE  
PORTA ROMANA  
READYPOWER  
SANDBAG  
SERENITY HOLIDAYS  
TAXCALC  
THE GAP CLUB  
THE GEOGHEGAN GROUP  
TRADE 2 TRADE  
WINDOWS  
WOODLANDS HILLBROW  
YELLOW FISH  
MDGROUP

#### SOUTH WEST

BEYOND LIMITS  
CEUTA GROUP  
CHARLIE BEARS  
CHEQUERED INK  
COATE WATER CARE  
DAISH'S HOLIDAYS  
EBENI  
EQUILAW  
EQUIMEDIA  
FAHEY'S CONCRETE  
INTELLIGENT OFFICE UK  
JASUN ENVIROCARE  
LUSH  
M J CHURCH  
M.B. CROCKER  
MOO FREE  
NATRACARE  
NEWCROSS HEALTHCARE  
SOLUTIONS  
PLIMSOLL PRODUCTIONS  
POLECAT  
SPC  
SADDLEBACK  
SEVERN & WYE SMOKERY  
SNAPDRAGONS  
TONIC CONSTRUCTION  
TOUTS BUDGENS  
USAY GROUP  
WILTSHIRE CONCRETE

#### WALES

BCB INTERNATIONAL  
CDSM INTERACTIVE  
SOLUTIONS  
CMB ENGINEERING  
CLWYD COMPOUNDERS  
CULTECH  
DARLOW LLOYD GROUP  
GS VERDE GROUP

INSITE TECHNICAL  
SERVICES  
JOJO MAMAN BEBE  
MAKEFAST  
MANDARIN STONE  
MON MOTORS  
NEW DIRECTIONS  
HOLDINGS  
PEACHKEY  
RON SKINNER & SONS  
TRAKCEL  
WRW CONSTRUCTION

#### WEST MIDLANDS

2 SISTERS FOOD GROUP  
BAYLIS & HARDING  
BUSY BEES CHILDCARE  
CAPITAL CARE GROUP  
CARE THROUGH THE  
MILLENNIUM  
DIABETES DIGITAL MEDIA  
DIAMOND BOX  
EXASOFT  
GOLDEN BEAR TOYS  
HOGARTHS  
HOLY CROSS  
JUPITER MARKETING  
LINDEN CARE HOMES  
MIDDLETON FOODS  
OTTER-BARRY BOOKS  
OXFORD MEDISTRESS  
RAGDOLL PRODUCTIONS  
WEAVING MACHINERY  
BET365

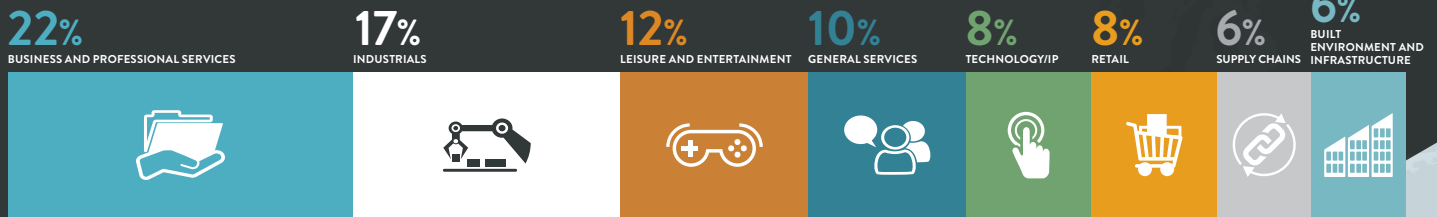
#### YORKSHIRE AND THE HUMBER

AWESOME MERCHANDISE  
BW LEGAL  
CHAOPHRAYA  
CLIFFE HOUSE DAY  
NURSERIES  
COUNTRY STYLE FOODS  
EUROTRAIL  
FAIRFAX PLANT HIRE  
G3 REMARKETING  
HECK FOODS  
KEELHAM FARM SHOP  
MADE  
RN WOOLER  
RESQ  
STEPS REHABILITATION  
SWEET SQUARED  
ULTIMA FURNITURE  
WOODLAND LAKES  
LODGES  
YESSS ELECTRICAL  
YORKARE HOMES  
YORKSHIRE WILDLIFE  
PARK

“Great to see so many more women breaking through the £10m barrier and scaling their businesses. More women in executive roles in scaling businesses is what we need to give confidence and drive others to do the same. Our female leaders programme is all about ‘Think Big, Be bigger’ and giving women the confidence to really want to scale and I am very encouraged by this report and look forward to sharing their stories.”

**SAM SMITH, CEO, FINCAPP**

## TOP SECTORS



## TOP ADVISORS

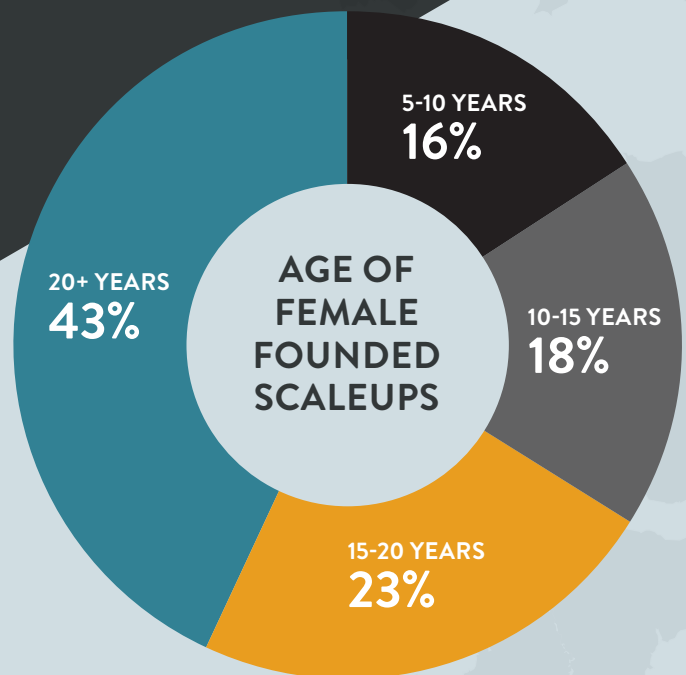
BY NUMBER OF VISIBLE SCALEUPS ADVISED

RSM UK AUDIT	MAZARS
BDO	DELOITTE
KPMG	HAINES WATTS
GRANT THORNTON UK	ERNST & YOUNG
PRICEWATERHOUSECOOPERS	UNW

## TOP FUNDERS

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

FUNDER	FUNDRAISINGS
BGF	9
CROWDCUBE	6
SANTANDER CORPORATE & COMMERCIAL	6
EIGHT ROADS VENTURES	3
COMMERCIAL BANKING LOANS	3
BUSINESS LOANS	3
LLOYDS BANK COMMERCIAL FINANCE	3
SCOTTISH VENTURE FUND	3
SCOTTISH ENTERPRISE	3



## SCALEUP STORIES

READ MORE INSPIRING SCALEUP STORIES AT :

[SCALEUPINSTITUTE.ORG.UK/SCALEUPS/](https://scaleupinstitute.org.uk/scaleups/)



NOVABIOTICS



JUGGLE



FROG BIKES

“ It’s exciting to see the number of female founded scale-ups continues to grow across all sectors in the UK, from life sciences to logistics. Our funding has helped fuel the growth plans of hundreds of brilliant businesses, and I’m incredibly proud that BGF has been recognised as the most active investor in female founders. The economy can only become more dynamic as a result of an increasingly diverse entrepreneurial landscape, and our equity partnerships are part of making that happen.”

CATE POULSON, HEAD OF TALENT NETWORK, BGF

“ I am proud to be part of a generation of female founded businesses that are continuing to push the boundaries globally. As a business scaling up in manufacturing, it is great to see the diverse sectors in which we now see female founded businesses. Role models and connections to peers are a critical part of the scaling journey, and they, along with fellow founders, always inspire, encourage and spur one on to go further and further”

LUCINDA BRUCE-GARDYNE, FOUNDER, GENIUS FOODS

## SCALEUP GEOGRAPHY

### TOP LEPS/DEVOLVED NATIONS BY NUMBER OF SCALEUPS



“ This report heralds a powerful economic comeback for the UK, driven by talented female founders. Innovate UK recognises that diversity powers growth and is fully invested in the success of the ambitious innovators amongst them, through funding and scaling support from specialists at Innovate UK EDGE. We look forward to hearing about further great strides for female-led ScaleUps next year.”

MAXINE ADAM, HEAD OF BUSINESS GROWTH, INNOVATE UK

### TOP REGIONS OUTSIDE OF LONDON

  
TOP REGION BY TURNOVER  
**WEST MIDLANDS**  
**£6.5bn**

  
TOP REGION BY EMPLOYMENT  
**WEST MIDLANDS**  
**39k**

  
TOP REGION BY FUNDING RAISED  
**EAST OF ENGLAND**  
**£405m**

  
TOP REGION BY GRANTS WON  
**SCOTLAND**  
**£12.7m**

  
TOP REGIONS BY EXPORTS  
**WEST MIDLAND**  
**£735m**

### PUBLIC PROCUREMENT

**22**  
COMPANIES

**48**  
CONTRACTS

**£23.5m**  
VALUE

**B.C.B. INTERNATIONAL LIMITED**  
REGION: Wales  
SECTOR: Survival tools, clothing and equipment for the military, police and marines

**BOARD INTELLIGENCE LTD**  
REGION: London  
SECTOR: Collaboration software

**C & C CATERING EQUIPMENT LIMITED**  
REGION: North West  
SECTOR: Equipment distribution to catering and hospitality industries

**CADLINE LIMITED**  
REGION: South East  
SECTOR: Data management for construction, manufacturing and engineering

**CAPITAL CARE GROUP LIMITED**  
REGION: West Midlands  
SECTOR: Care services

**DIVERSITY TRAVEL LIMITED**  
REGION: London  
SECTOR: Travel management services for the charity, academic, and not-for-profit sectors

**EBENI LIMITED**  
REGION: South West  
SECTOR: Engineering consultancy services, focusing on safety and risk assessment

**EDEN SCOTT LTD**  
REGION: Scotland  
SECTOR: Specialised recruitment services

**HOBBS REHABILITATION LIMITED**  
REGION: South East  
SECTOR: Treatment for people with brain and spinal cord injuries

**LEMON BUSINESS SOLUTIONS LTD**  
REGION: North East  
SECTOR: Call centre

**LET ME PLAY LIMITED**  
REGION: London  
SECTOR: Educational programmes to schools and businesses

**LONDON HIRE LIMITED**  
REGION: London  
SECTOR: Vehicle rental services, offering minibuses, cars and trucks

**MORNINGSIDE PHARMACEUTICALS LIMITED**  
REGION: East Midlands  
SECTOR: Healthcare products and pharmaceuticals

**NURSE PLUS AND CARER PLUS (UK) LIMITED**  
REGION: South East  
SECTOR: Temporary healthcare recruitment and domestic care services

**POLECAT LIMITED**  
REGION: South West  
SECTOR: Software that searches for risks to clients

**POTENTIAL LIMITED**  
REGION: North West  
SECTOR: Specialised care services for children and adults

**QS PARTNERS LLP**  
REGION: London  
SECTOR: Management consultancy services

**QUANTUMDX GROUP LIMITED**  
REGION: North East  
SECTOR: Medical testing device to diagnose tuberculosis

**R.N. WOOLER & COMPANY LIMITED**  
REGION: Yorkshire and The Humber  
SECTOR: Construction and civil engineering services

**THE AGENCY OF SOMEONE LTD**  
REGION: London  
SECTOR: Branding agency

**W.M. DONALD LIMITED**  
REGION: Scotland  
SECTOR: Civil engineering and construction services

**YESSS (A) ELECTRICAL LTD**  
REGION: Yorkshire and The Humber  
SECTOR: Wholesale electrical products

## 12 SCALEUPS RECEIVING INNOVATE UK GRANTS TOTALING £9.1M

2 Sisters Food Group  
APS Biocontrol  
Clwyd Compounders  
CrowdVision  
Hiflux  
Lush

Navenio  
NovaBiotics  
Oxford MediStress  
QuantuMDx  
Trakcel  
Warner's Distillery

### TOP 5 SCALEUPS RECEIVED MORE THAN A TOTAL OF £1M IN GRANTS

COMPANY	DESCRIPTION	TOTAL GRANTS RECEIVED (£)	REGION
Trakcel	Software for cell and gene therapy	1.8m	Wales
NovaBiotics	Design and development of anti-infectives	1.8m	Scotland
QuantuMDx	Molecular diagnostics	1.6m	North East
APS Biocontrol	Management of bacterial diseases in agriculture and food processing	1.5m	Scotland
Hiflux	Compact heat exchangers	1.1m	London

## SCALING PIPELINE

This year, we have also been analysing the Female Founded scaling companies that are growing at 10%-19.99%. Although these are companies not yet at 20% growth, they offer promising signs for the future. There are 102 of these Female Founded scaling companies generating a combined turnover of £1.7bn. They received £7.6m across 14 grants.

  
NO. OF PIPELINE SCALING COMPANIES  
**102**

  
TOTAL TURNOVER  
**£1.7bn**

  
NO. OF JOBS  
**13.7K**

  
TOTAL INVESTMENT  
**£349m**