



THE 2023 SCALEUP INSTITUTE

# FEMALE FOUNDERS INDEX

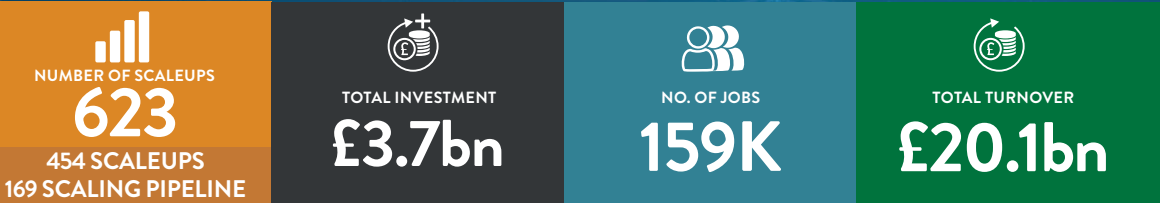


The number of visible scaleup and scaling businesses with at least one female founder continues to grow. This year's Female Founder Index identifies 623 scaleups and pipeline scaling female-founded businesses that have crossed the threshold of £10.2m turnover and/or £5.1m in assets. This is broken down by 454 scaleups, which represents a 70% increase in female-founded scaleups since last year and 169 pipeline scalars - almost triple the number in 2022. This year's combined cohort employs 158,996 people - with female-founded scaleups more than doubling their employees since last year. Their collective turnover is £20.1bn and the companies have raised £3.7bn of investment.<sup>1</sup>

7 in 10 are located outside London. They range from drug development to jewellery design, computer games to candle making, motor insurance to waste management. Firms such as PensionBee, Starling Bank, QuantuMDx and Elvie are transforming their market sectors. There is also a healthy pipeline of those scaling up beyond 10 percent per annum which we hope will reach the full scale up stage in coming years - we will be tracking their progress.

Our Scaleup female founders are resilient: in the face of challenging economic headwinds, 9 in 10 expect to grow turnover and/or employment in 2023. Widely distributed across the UK, female founded scaleups are twice as innovative as typical firms and invest 38% of the raised capital towards R&D. They are international champions with half of them either currently exporting or planning to export not only to the traditional markets of Europe and US but further afield to Asia, the Indian Subcontinent, Australasia and the Middle East. That said despite the range of dynamics to increase capital for female founders evidence shows that the average deal size of VC investment for female-founded scaleups is half that of their male counterparts and they consider themselves more likely to be turned down and funding being too South East centric. So we still need to redouble efforts in this area through the various initiatives including Rose Review and Investing in Women Code. Female founded scaleups still cite even more significant barriers to further growth on gaining access to markets both at home and abroad and talent. In particular domestic markets are hard to crack which is why BuyWomenBuilt is so important.

Our female founders want to be known and proactively relationship managed - that's why the SUI publishes this yearly Index so that you can get to know them and engage with them and know how you can support them. With confidence at an all time low, now more than ever we need to get behind them so they can scale beyond frontiers. We must develop our clusters; hubs; championship and dedicated services to our women led innovation scaleup heroes. In 2023 let's MAKE IT SO!



## KEY INSIGHTS

**Resilience and growth:** the number of visible female-founded scaling businesses has increased by 90% since last year with an increase of 84% in the number of employees of last year's cohort.

**A UK-wide phenomenon:** More than 7 in 10 (72%) of Female Founder Index scaleups remain outside of London and they are widely distributed: the top five local areas for numbers of female-founder scaleups outside of London and the South East are Scotland, Leeds, Enterprise M3, Greater Manchester and Wales.

Yorkshire & The Humber scaling businesses 19% of all employment.

### Fast growth across all sectors:

- Technical construction company TSL Projects, founded by Jackie Wild, grew its revenues from £33m to £565m in the seven years 2014-2021.
- Beauty Pie, the London-based luxury beauty buyer's club founded by Canadian entrepreneur Marcia Kilgore, has increased sales from £326k in 2017 to £53m in 2022
- Starling Bank, founded by Anne Boden, has scaled by employment continuously from 2016 - starting from 31 employees in 2016 to 1,751 in 2022.

The Scaleup Female Founders Index has **five listed companies:** PensionBee, Team17 Digital, Sosandar, Seraphine, and Darktrace.

USING DATA FROM Beauhurst  
Visible scaleups are those hitting Companies House filings thresholds of £10.2 million in annual turnover and/or £5.1m in assets.  
Visible scaling pipeline are those businesses growing between 10%-19.99%.

### FEMALE FOUNDED SCALEUPS REMAIN AMBITIOUS DESPITE SIGNIFICANT HEADWINDS



### THEY ARE HIGHLY INNOVATIVE



### THEY ARE INTERNATIONAL



### THEY PROVIDE OPPORTUNITIES TO YOUNG PEOPLE



"There are so many gems of consumer-facing businesses in the Female Founder Index. Not only are they innovative and disruptive, they are thinking big and scaling - and giving huge confidence to other female founders. It's exciting to see the Female Founder Index increase the visibility and awareness of the female founders behind these brands - and help to mobilise consumers and corporates to buy from them."

SAHAR HASHEMI OBE CO-FOUNDER  
BUY WOMEN BUILT

"As the new chair of the ScaleUp Institute, I am delighted to see the 2023 Female Founder Index reporting strong growth in the number of female-founded scaleups. This is an important trend and they are developing some exciting highly innovative products with their unique perspectives. It is vital for our future economic growth that we encourage and support the innovative and diverse businesses who are so well exemplified in this Index and continue to break down the barriers they face in accessing markets, talent and finance."

MARGARET RICE-JONES, NON-EXECUTIVE CHAIR,  
SCALEUP INSTITUTE

"I'm thrilled to see the numbers of female-founded scaleups continue to grow and how far we have come since the first Index was published in 2018. These numbers highlight the importance of access to talent, skills, markets, and funding to boost the revenues and potential of many more female-founded businesses - and create a more productive, inclusive and high growth economy. Let us not forget that a £ of revenue is worth 10x more to a founder than a £ of investment. For that reason alone, I am excited with the partnership with Buy Women Built and this Index. Whilst there are issues in our capital markets that are hindering investment into women-built businesses which whilst being worked on will take time to resolve, there is absolutely nothing at all that prevents us from buying from them. Do it, do it now, our purchasing behaviour is on us and it is within our control."

SHERRY COUTU CBE, SERIAL ENTREPRENEUR  
& CO-FUNDER, SCALEUP INSTITUTE

1. Last year investment reflected that into Rothsays's of £2.7bn - this year with Rothsay not featuring in Index as they have plateaued on scaleup growth their £2.7bn of investment comes out - so on a 'like for like' basis this means last years figures would adjust to £2.6bn versus today's £3.7bn - showing some 42% rise in investment.

TO LEARN MORE VISIT: [SCALEUPINSTITUTE.ORG.UK](https://scaleupinstitute.org.uk)

## KEY SECTORS

40%

BUSINESS AND PROFESSIONAL SERVICES



24%

GENERAL SERVICES



19%

INDUSTRIALS



15%

TECHNOLOGY/IP/  
LIFE SCIENCES



14%

RETAIL



14%

LEISURE &  
ENTERTAINMENT



9%

CREATIVE



7%

SUPPLY CHAINS



5%

BUILT ENVIRONMENT &  
INFRASTRUCTURE



## AGE OF FEMALE FOUNDED SCALEUPS

5-10 YEARS

35%

10-15 YEARS

23%

15-20 YEARS

17%

20+ YEARS

18%

## TOP 15 FUNDERS

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

INVESTOR	FUNDRAISINGS
BUSINESS ANGEL(S)	28
BGF	19
CROWDCUBE	12
NOTION CAPITAL	10
SCOTTISH ENTERPRISE	8
OCTOPUS VENTURES	7
SUMMIT PARTNERS	5
BALDERTON CAPITAL	5
MERIAN GLOBAL INVESTORS	5
NEW ENTERPRISE ASSOCIATES (NEA)	4
ALBIONVC	4
MOBEUS	4
WINTON INVESTMENT MANAGEMENT	4
BERINGEA	4
KKR TMT GROWTH	4

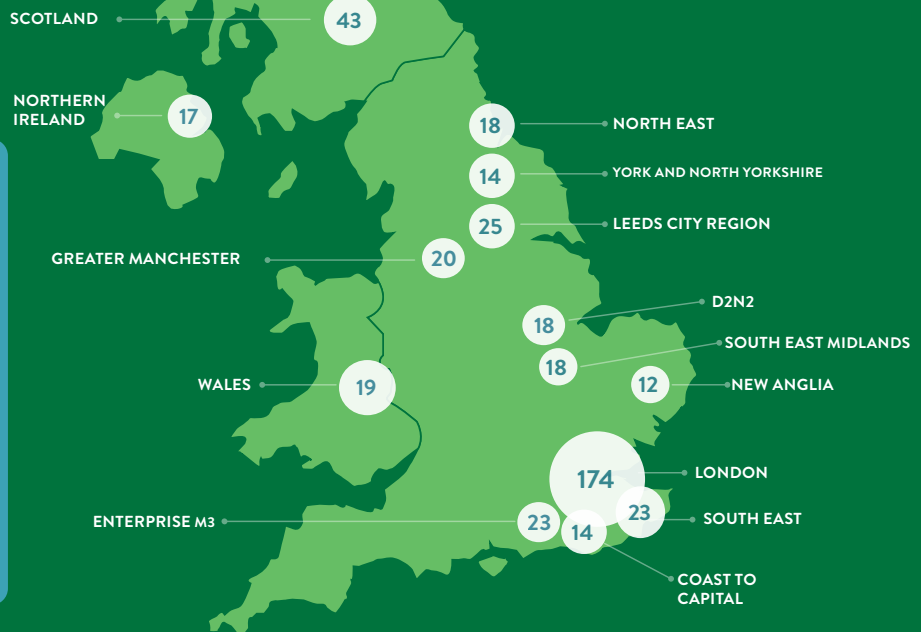
19 funds backed by **British Business Bank** have invested in Scaleup female founder.

“BGF is committed to supporting women entrepreneurs in the UK & Ireland. That means identifying and backing women led businesses with strong growth potential, as well as promoting greater diversity within the wider industry. We’re proud to have created an incredibly strong network of women non-executives who are actively working to support the growth of scale up companies in our portfolio, while 57 percent of our investment team hires in 2022 were women. This is something we will continue to build on for the long term.”

CATE POULSON, HEAD OF TALENT NETWORK, BGF

## SCALEUP FEMALE FOUNDERS UK COVERAGE

UK LOCAL DISTRIBUTION FOR ALL AREAS WITH FIVE OR MORE SCALEUP FEMALE FOUNDER BUSINESSES



## TOP 10 ADVISORS

BY NUMBER OF VISIBLE SCALEUPS ADVISED

ADDLESHAW GODDARD	TAYLOR WESSING
SHOOSMITHS	NORTON ROSE FULBRIGHT
GRANT THORNTON	LIONTREE ADVISORS
KPMG	JAMES COWPER KRESTON
OSBORNE CLARKE	BDO

“The 2023 Female Founder Index clearly sets out the incredible potential of female-led businesses to drive sustainable, innovative economic growth. As the UK’s economic development bank, the British Business Bank wants to unlock growth by ensuring all entrepreneurs can access the finance they need regardless of who and where they are. It is fantastic to see that so many more women-led businesses have scaled their businesses in 2023, and that British Business Bank finance has helped drive this growth. However, there is still a long way to go to ensure that women have equal opportunities, and I look forward to continuing to work with our partners to unlock this potential.”

LOUIS TAYLOR, CEO,  
BRITISH BUSINESS BANK

## TOP REGIONS OUTSIDE OF LONDON FOR:

 **TURNOVER**  
**YORKSHIRE AND THE HUMBER:**  
**£3.5bn**

 **EMPLOYMENT**  
**YORKSHIRE AND THE HUMBER:**  
**29,585**

 **INVESTMENT**  
**EAST OF ENGLAND**  
**£213.6m**

 **GRANTS WON**  
**NORTH EAST**  
**£19.8m**

 **EXPORTS**  
**SOUTH EAST**  
**£77.3m**

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USING DATA FROM  **Beauhurst**

Visible scaleups are those hitting Companies House filings thresholds of £10.2 million in annual turnover and/or £5.1m in assets.

Visible scaling pipeline are those businesses growing between 10%-19.99%.

## Use of funds

Female founded scaleups invest 38% of the raised capital towards R&D followed by job creation and property.

Purpose	No. of FF visible scaleups	Amount of investment	Percentage of overall investment in scaleups	No. of FF visible scaling pipeline	Amount of investment
Research and Development	28	£1.25b	38%	10	£141m
Job Creation	14	£950m	29%	7	£49.5m
Property	14	£383m	12%	6	£42.5m
Capital Equipment	5	£45.9m	1%	2	£8.90m
Working Capital	2	£20.9m	1%	2	-

## PROCUREMENT

**38**  
FEMALE FOUNDER SCALEUPS

**162**  
CONTRACTS

**£98m**  
VALUE

38 Female Founder Index scaleups have been awarded 162 public procurement contracts through 2021 and 2022, with a total value of £98.4m. Tiski, a Microsoft Solutions partner founded by serial entrepreneur Anna Assassa (and which was acquired by Node4 at the end of 2022), is the top visible scaleup by both contract value and number of contracts won.

### TOP SCALEUPS BY NUMBER OF AWARDS

SUPPLIER	AWARDS	VALUE OF AWARDS	REGION	SECTOR
Tiski	20	£27.1m	West Midlands	Internet Platform
Q5	12	£6.1m	London	Consultancy
Board Intelligence	11	£847.5K	London	Collaboration software, SaaS
Answer Digital	10	£5.5m	Yorkshire and The Humber	Software development
London Hire	10	£2.4m	London	Transport
Athena Care Homes	10	£38.7K	East of England	Nursing and Care

“We are delighted to learn how female-founded scaleups have performed this year and we commend the ScaleUp Institute for shining a light on their progress. With such scaleups being twice as innovative as typical firms and exhibiting impressive growth, we look forward to more becoming ideal candidates for the Innovate UK EDGE Scaleup Programme, where we can work together on overcoming persistent challenges identified in the Index such as access to capital.”

**MAXINE ADAM, DEPUTY DIRECTOR  
BUSINESS GROWTH AT INNOVATE UK**

6699

## 28 FEMALE FOUNDER INDEX SCALEUPS 68 INNOVATE UK GRANTS TOTALING £14.8M

NovaBiotics, founded by Deborah O’Neil, has received the largest Innovate UK grant; while Loop Technology with co-founder Samantha Reece has received the most grants.

**14 of these scaleups have raised a total equity investment of £369m  
a 25x multiplier of their grant funding**

COMPANY	DESCRIPTION
NovaBiotics	Develops antimicrobial therapeutics.
Loop Technology	Industrial automation technology and robotics
Trakcel	Integrated cellular orchestration solutions for precise management, control and tracking of cell & gene therapy products
QuantuMDx	QuantuMDx develops molecular diagnostic medical devices, such as Q-POC, which is a portable diagnostics laboratory designed to provide rapid testing via DNA analysis.
Elvie	Develops, designs, and manufactures tech for women, such as an electric wearable breast pump and a kegel trainer
Atmos International	Develops pipeline leak and theft detection technology for the oil & gas
Frog Bikes	Designs and manufactures bikes for children
Beattie Passive	Provides Passivhaus buildings and construction projects which are properties that meet a standard for energy efficiency and minimise their ecological impact.
Vexica	Manufactures a range of LED lighting products, including bespoke designs for businesses.
LoveCrafts	Develops and manages digital marketplaces for handicraft designers, allowing them to shop for supplies, learn new techniques and connect with other people.

## SCALEUP STORIES

Hear more from our female founded scalars



[scaleupinstitute.org.uk/scaleup-stories/](https://scaleupinstitute.org.uk/scaleup-stories/)

“With nearly twice as many people employed in female founded Scaleups this year than last, this story is truly exciting for the prosperity of the UK. However there remain barriers to growth for all scale ups which are amplified for female founders. Collectively we need to remove barriers that women face, like a lack of confidence – Deloitte research showed that 41% of women have ‘no confidence’ in managing investments and almost two thirds do no investing outside of their pension – so that they can raise investment on parity with their male founders, receive advice and support where they need it and unleash the innovation and build upon the 40% of their capital they are already investing.”

**LOUISE BRETT, VICE CHAIRMAN DELOITTE UK, UK & NSE FINTECH AND FS INNOVATION LEADER**

“Diversity is vital to the health of any ecosystem, which is why it’s so encouraging to see the year-on-year progress within the female-founded business space. At GroupM, we strongly believe the first step to creating true equity is gaining a deep understanding of the experiences and needs of the communities we are working to support. The ScaleUp Institute, as the authority on data-led insight in this space, fulfils a critical role in closing the information gap and driving our understanding of the right strategies that will create tangible, positive change. There is still much work for all of us to do, but the resilience, resourcefulness, creativity and wisdom that women bring to bear within the UK’s business landscape must continually be supported and championed if we are to build a truly healthy ecosystem for future growth.”

**NICOLA JOPLING, HEAD OF GROWTH STRATEGY, GROUPM UK**

TO LEARN MORE VISIT: [SCALEUPINSTITUTE.ORG.UK](https://SCALEUPINSTITUTE.ORG.UK)

USING DATA FROM 

## BARRIERS TO GROWTH FOR FEMALE FOUNDED SCALEUPS

Female-founded scaleups are more concerned about the UK environment in which to grow than they were previously. They identify similar barriers to growth as their scaleup peers, with access to markets - and for female-founded scaleups this particularly means domestic customers - their top barrier to future growth. This followed by their ability to access talent; then finance and infrastructure, including support for innovation and R&D. Female-founded scaleups experience a disparity in funding compared with their peers achieving on average fundraises that are 50% less in amount than male-founded businesses - they are also more likely to feel they would be turned down for finance if they applied.

To break down these barriers they want more proactive relationship management from the public and private sector and greater access to financiers, NEDs and peers. They want more knowledge on opportunities to bid for contracts and to 'meet the buyer' both domestically and overseas, with tailored trade missions. They value the taxation regime in the UK and want more awareness of R&D and innovation opportunities including easier access to working with Innovate UK.

### THE KEY BARRIERS TO GROWTH:



Access to markets in the UK / internationally

**77%**

(UK MARKETS 54%; INTERNATIONAL 23%)



Access to the talent you can hire

**63%**



Access to the right debt / equity finance

**45%**



Access to infrastructure

**44%**



Leadership development

**19%**

### THEY ARE LESS CONFIDENT COMPARED TO 2021

**57%**

agree it is harder to grow the business now than in the past, significantly up from 2021 (44%)

**52%**

feel there is very little support available for businesses like theirs, a decrease from 2021 (56%)

**48%**

worry about whether the UK will be a good location for a business in a few years' time, an increase from 2021 (44%)

## ACCESS TO MARKETS UK

**4 IN 10** RANK SUPPORT TO ACCESS PROCUREMENT CONTRACTS AS VERY IMPORTANT/VITAL TO THEIR GROWTH AMBITIONS.

BARRIERS TO WORKING WITH GOVERNMENT AND CORPORATES



COMPLEX PROCUREMENT PROCESS



TIME TAKEN TO WIN A CONTRACT



FINDING OUT ABOUT OPPORTUNITIES TO BID

### MOST NEEDED SUPPORT

**7 in 10**

Dedicated Account Manager

**6 in 10**

'Meet the buyer' events

**5 in 10**

Showcasing opportunities and access to SRBI

## ACCESS TO MARKETS INTERNATIONAL

5 in 10 female founded scaleups are export driven. The EU followed by North America remain key markets for female founded scaleups, but growth opportunities are seen across emerging markets in other parts of Europe outside the EU; Asia and Australasia; while they also want to significantly increase their exporting activity to the Indian subcontinent.

### KEY BARRIERS TO EXPORTING

UNCERTAINTY DUE TO CURRENT WORLD EVENTS



LIMITED ACCESS TO CUSTOMERS OVERSEAS AND FINDING LOCAL SUPPORT AND PARTNERS



NOT HAVING THE PEOPLE/TALENT TO WIN THESE OVERSEAS SALES



To support their export ambitions with 5 in 10 seeking to export more would like:

**5 in 10**



Better introductions to buyers overseas and tailored support on trade missions.

**4 in 10**



Tailored scaleup export trade missions

A single point of contact for scaleups in DIT in the UK

More proactive information on trade missions and market opportunities

### EXPORTING NOW AND IN THE FUTURE

THE EU  
NOW: 43%  
FUTURE: 27%

OTHER PARTS OF EUROPE OUTSIDE EU  
NOW: 17%  
FUTURE: 25%

MIDDLE EAST  
NOW: 17%  
FUTURE: 16%

OTHER PARTS OF ASIA  
NOW: 13%  
FUTURE: 19%

NORTH AMERICA  
NOW: 29%  
FUTURE: 27%

LATIN AMERICA  
NOW: 9%  
FUTURE: 14%

AFRICA  
NOW: 12%  
FUTURE: 13%

INDIAN SUBCONTINENT  
NOW: 4%  
FUTURE: 17%

CHINA  
NOW: 8%  
FUTURE: 11%

AUSTRALASIA  
NOW: 17%  
FUTURE: 17%

## ACCESS TO TALENT AND SKILLS

### TOP SKILLS

THE MOST IMPORTANT SKILLS THAT FEMALE-FOUNDED SCALEUPS ARE SEEKING FROM GRADUATES AND SCHOOL LEAVERS ARE:



81%

SOCIAL



67%

MANAGEMENT



51%

BUSINESS SKILLS



51%

TECHNICAL

### KEY FUTURE SKILLS



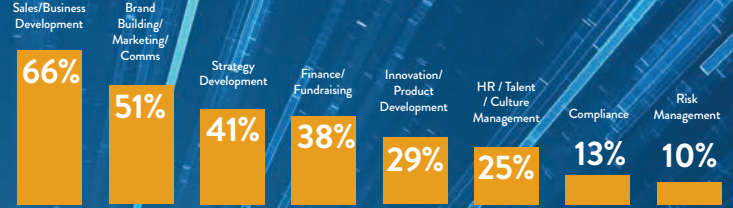
83% PEOPLE MANAGEMENT SKILLS

RESILIENCE & FLEXIBILITY 79%

JUDGEMENT & DECISION MAKING 79%

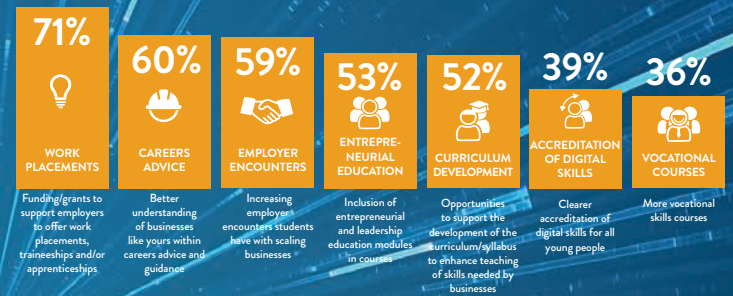
People management skills is the top priority for female-founded scaleups, when asked to rank the most important future skills for their business followed by resilience & flexibility and judgement & decision making. However half are not confident of finding these skills in the future workforce.

7 in 10 Female-founded scaleups have a Board of Directors or a governance structure. They want to build out their top teams and boards. Finding individuals with Sales/Business Development skills for their leadership teams is a top priority for female-founded scaleups, followed by Brand building / marketing / communications skills.



## WHAT THEY WANT MORE FROM THE EDUCATION SYSTEM

Female founded scaleups would like to see more funding support for work placements, traineeships and/or apprenticeships; better understanding of scaleups within careers advice and guidance and an increase in the “employer encounters” students have with businesses like theirs.



## THE FINANCE PERSPECTIVE

6 IN 10 Female-Founded scaleups think that the current UK Corporation Tax rate is internationally competitive

8 IN 10 Female-Founded scaleups use external finance - a similar rate to their scaleup peers

3 IN 10 Female-Founded scaleups use or plan to use equity finance in 2023

5 IN 10 feel that most funding and business advice is provided in London / the South East

5 IN 10 do not feel confident about having the right amount and type of funding in place.

### BARRIERS TO FINANCE

SUITABILITY OF THE DEAL 32%



UNSURE ABOUT NEXT STEPS IN THE FINANCIAL JOURNEY 27%

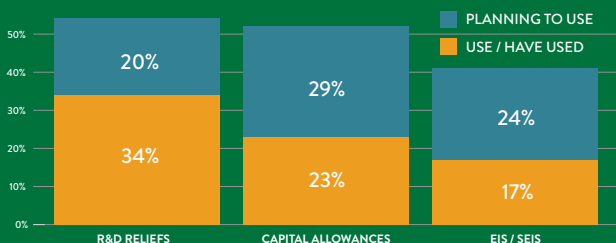


INVESTOR FIT 25%



### TAX SCHEMES

To help them access and/or utilise these schemes more efficiently, they would like more available information about these schemes, making them easier to apply and/or understand, and being recommended from people they trust, especially for SEIS/EIS schemes.



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“It’s encouraging to see the resilience of female founders scaling businesses across the UK, and the huge increase in scaleups over the past year. This aligns with our findings in the latest Rose Review Progress Report, which showed that 150,000 new all-women led companies were founded in 2022 – more than ever before. However, amid challenging economic headwinds, female entrepreneurs need redoubled support, if we are going to unlock the £250bn that could be added to the UK economy if women matched men in starting and scaling businesses. That’s why we’re committed to working with partners like the ScaleUp Institute to drive forward new and existing initiatives to help more women to start and scale thriving businesses in all corners of the UK.”

JULIE BAKER, HEAD OF ENTERPRISE AND CLIMATE ENGAGEMENT AND PARTNERSHIPS, NATWEST

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“This year’s Female Founder index shows a hugely encouraging picture with a 42% rise in investment in female led businesses to £3.7bn, with five of these businesses listed in London. We celebrate these successes and applaud these founders, recognising there is still more to do to ensure female founders get all the support they need to scale their businesses here in the UK.”

UMERAH AKRAM, HEAD OF PRIVATE MARKETS, LONDON STOCK EXCHANGE PLC

KEY ENABLERS ARE

-  **4 IN 10**  
Banks / Financiers
-  **4 IN 10**  
Professional Services
-  **3 IN 10**  
Universities

FEMALE FOUNDED SCALEUPS WOULD LIKE EASIER LOCAL ACCESS TO

-  **5 IN 10**  
Innovate UK; Public sector funding for R&D and Innovation
-  **4 IN 10**  
Peer Networks, Tailored growth support, NEDs

-  **3 IN 10**  
Mentors, Leadership and International Programmes



RELATIONSHIP MANAGEMENT AND IDENTIFICATION

**7 in 10** would like a single point of contact to act as a relationship manager for them. They are happy to be identified on a public record, with **8 in 10** stating that their scaleup status should be shared, with **5 in 10** stating this should be on an opt-in basis

“A new record high! 623 scaleup and scaling pipeline companies with at least 1 female founder is a record, and clearly shows massive progress. This year’s increase in the number of female led scale ups that have reached the £10.2m turnover level or £5.1m of assets is astounding. An increase of 90% against a difficult economic background shows what progress has been made in women not only starting a business but in growing a business of scale. It shows what can be done and gives much needed confidence and role models to those starting to think about scaling.

The ScaleUp Institute’s Female Founder Index shows these businesses employed 159k people and generated £20bn turnover and received £3.7bn of investment. It is good to see those funds mentioned consistently backing more female founders but more funds need to enter this list by signing and being involved in the Investing in Women Code.

This is just the start and we need to continue to break down barriers to more female led businesses scaling around the key areas of access to markets, talent and finance. I am delighted to continue to be involved in pushing this important agenda.”

**SAM SMITH, ENTREPRENEUR, FOUNDER AND FORMER CEO FINNCAP GROUP PLC**

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VISIBLE FEMALE FOUNDER SCALEUPS - 454 GROWING AT 20% OR MORE

EAST MIDLANDS

- ACS RECRUITMENT
- ASHBROOK ROOFING
- BREAK BARRIERS
- CENTIANT INTERNATIONAL
- CHAMPIONS (UK)
- DANAHER & WALSH
- GONALSTON FARM SHOP
- HOME INSTEAD WEST
- LEICESTERSHIRE & MARKET BOSWORTH
- J&Y WEBBER SERVICES LIMITED
- JOHN PYE
- MCANDREW UTILITIES
- MCS
- MEGA RESOURCES NURSING & CARE
- MOORE CARE
- MORNINGSIDE
- PHARMACEUTICALS
- MOTODIRECT
- NURTURECARE
- ORACLE SOLUTIONS
- PALL-EX
- REDBRIK
- RESOLUTE CARE
- SIMPSON SOLICITORS
- THE SECRET GARDEN DAY NURSERY
- WARNER’S DISTILLERY
- WB POWER SERVICES
- WORKPAYS

EAST OF ENGLAND

- 1ST HOMECARE
- A1 PERSONNEL
- ALPHA
- AMARA
- ATHENA CARE HOMES
- AZEBRA
- BAMBOO DISTRIBUTION
- BEATTIE PASSIVE

- BLUE TREE
- BUTTERCUP MONTESSORI
- COSTELLO MEDICAL
- DARKTRACE
- DEBUT ACADEMY
- DEXTERS RECRUITMENT
- DLRC
- FORGET ME NOT CARING
- GREENACE CONTRACT CLEANERS
- H&G RECRUITMENT
- HERITAGE ROCKS GROUP
- HERRCO COSMETICS
- IECC CARE
- INSPIRA TRADING
- JUST GO
- LISA ANGEL
- NUMBERMILL
- QRC CONSULTANTS
- RAYDEN SOLICITORS
- ROSEY LEA
- SANDCASTLES NURSERY
- SITE SALES PERSONNEL LIMITED
- ST MICHAELS HOMES
- STOWCARE
- THE CAMBRIDGESHIRE CARE HOME
- TWO MAGPIES BAKERY
- UNIVERSALLY SPEAKING
- WESTGATE HEALTHCARE

LONDON

- 42
- 111SKIN
- AASHNI & CO
- ADVINIA HEALTH CARE
- ALBION AND EAST
- ALLBRIGHT
- ANNE JAGGER RECRUITMENT
- ARCHER STREET SOHO
- ARETI
- AVILLION
- BALFOUR HOSPITALITY

- BAMFORD
- BAO LONDON
- BEAUTY PIE
- BIMA
- BLUEBELLA
- BLUEBOLT
- BOARD INTELLIGENCE
- BSN SOCIAL CARE
- CAREMARK BROMLEY
- CENTURY
- COLICCI
- CORE
- CREATE FERTILITY
- DAISY GREEN
- DARE
- DARWIN AND WALLACE
- DECODED
- DELFF MANAGEMENT
- DOCTIFY
- ELVIE
- ENERGY ASPECTS
- FAE GRP
- FRA
- GALVAN
- GCH CAPITAL
- GIBBS HYBRID
- GLAS
- GLOBE PACKAGING
- GLORIOUS BRANDS
- GODDARD LITTLEFAIR
- GRAVITAS RECRUITMENT GROUP
- HAJI BABA
- HANDLE RECRUITMENT
- HANSON WADE
- HARBOUR
- HAY HILL WEALTH MANAGEMENT
- HEDONISM WINES
- HERTSMERE VALLEY CARE SERVICES
- HOLLYBROOK
- HONEY & CO
- HURLEYBURLEY
- HYPEROPTIC
- INSTITUTIONAL PROTECTION

- INTERLINK DIRECT
- ITH PHARMA
- JEGI CLARITY
- KELLYDELI
- KISACO RESEARCH
- LAH PROPERTY MARKETING
- LENDABLE
- LET ME PLAY
- LINCOLN PRIVATE INVESTMENT OFFICE
- LITTLESTAR
- LOCKSMITH ANIMATION
- LONDON HIRE
- LOVECRAFTS
- M&S ON-TIME SERVICES
- M7 REAL ESTATE
- MARSHAM INVESTMENT MANAGEMENT
- ME+EM
- MEDIA ZOO
- MISSOMA
- MONICA VINADER
- MOUS
- MY NEIGHBOURS THE DUMPLINGS
- NATRIUM CAPITAL
- NEG EARTH LIGHTS
- NETWEALTH
- NEXUS STUDIOS
- NIGHTJAR
- NUSA KITCHEN
- NUTOPIA
- ONCE UPON A TIME
- ONE OF US
- ORÉE
- PAI SKINCARE
- PARAGON BROKERS
- PARKLIFE
- PATSNAP
- PENSIONBEE
- PHANTOM
- PHRASEE
- PLP ARCHITECTURE
- PLUCK KITCHENS
- Q5

RAINBOW HOMECARE  
 RAW CORPORATE HEALTH  
 RICHMOND PHARMACOLOGY  
 RUDE HEALTH  
 SALT RECRUITMENT GROUP  
 SCRAPCO METAL RECYCLING  
 SENSÉE  
 SMARTWAY PHARMACEUTICALS  
 SPORTPURSUIT  
 STARLING BANK  
 STATE OIL  
 STREETBEES  
 STURGEON VENTURES  
 SUPERSOLID  
 THE BIKE SHED  
 THE CONSULTING CONSORTIUM  
 THE FOLD  
 THE GREAT FROG  
 THE LITTLE TAPERIA  
 THE MAVERICK GROUP  
 THE SOCIAL ELEMENT  
 THE UNION  
 THE7STARS  
 THOUGHT  
 TOPIA  
 TROPIC SKINCARE  
 VARDAGS  
 VERAMED  
 VICTORIA MIRO  
 VOGACLOSET  
 WINCH DESIGN  
 XALIENT  
 XEXEC

**NORTH EAST**

CRAFTER'S COMPANION  
 DESIGNER CHILDRENSWEAR  
 ECHO-U  
 G&G GOODFELLOWS  
 HELLENS RESIDENTIAL  
 HOLLYWOOD NAIL ICON  
 LANCHESTER WINES  
 LEMON  
 MEDSOLVE  
 N E EUROPEAN RECRUITMENT  
 PRIMA CHEESE  
 PRIMARY CARE RECRUITMENT  
 QUANTUMDX  
 RAPID RESPONSE TRANSPORT  
 RILEY'S FISH SHACK  
 RMS  
 THE OLD BOAT HOUSE FOOD GROUP  
 TYNE VALLEY MOTORHOMES  
 WATERSTONS

**NORTH WEST**

ATMOS INTERNATIONAL  
 BAMBINOS  
 BOOST JUICE BARS UK  
 CENTRAL RECRUITMENT  
 DANBRO  
 ELEVEN  
 EXTONS FOODS  
 FIRST STEPS ENTERPRISE  
 FORREST FRESH FOODS  
 FREEDOM GROUP  
 H & S RESTAURANTS LTD  
 HELIOS MEDICAL COMMUNICATIONS  
 JUST CHILDCARE  
 KANGAROO POUCH  
 KENDAL WALL

KIDS PLANET  
 LAKELAND LEISURE ESTATES  
 LANGUAGE INSIGHT  
 LOFT INTERIORS  
 MOWGLI  
 PRAETURA COMMERCIAL FINANCE  
 PROFESSIONAL CARERS  
 SOSANDAR  
 SSP HEALTH  
 STRATEGIC NORTH  
 TOP TABLE  
 WAITINGS  
 WORLDWIDE RECRUITMENT  
 SOLUTIONS  
 YARD & COOP  
 YIPIYAP

**NORTHERN IRELAND**

ANN'S HOME CARE  
 DECORA  
 DIRECT MEDICS  
 FINNEBROGUE  
 HAYWARD HAWK  
 KEENAN RECRUITMENT  
 MCGARRY-MOON ARCHITECTS  
 MCS PERSONNEL  
 MPA RECRUITMENT  
 PHION THERAPEUTICS  
 RE-GEN WASTE  
 SAM  
 SERE MOTORS

**SCOTLAND**

ACTIVPAYROLL  
 AMICI  
 BUZZWORKS  
 CANDLE SHACK  
 CAWLEY HOTEL GROUP  
 CITY FACILITIES MANAGEMENT  
 CURTIS MOORE  
 EXPRESS MICROBIOLOGY  
 FIRECREST FILMS  
 FIREFISH  
 GLEN MHOR HOTEL & APARTMENTS  
 GS ASSOCIATES  
 HEADS OF AYR FARM PARK  
 HRM HOMECARE  
 LAZY DAY FOODS  
 MCQUEENS DAIRIES  
 NOVABIOTICS  
 OONI  
 PG PAPER  
 RECRUITMENT SOLUTIONS ALBA  
 RUBBERATKINS  
 SCOTNURSING & MEDICAL SERVICES  
 SOCIAL CARE ALBA  
 TC BIOPHARM  
 THE ORDE FOOD COMPANY  
 W M DONALD

**SOUTH EAST**

360 PRIVATE TRAVEL  
 ASHRIDGE GROUP  
 BALFOUR WINERY  
 BAP PHARMA  
 BARTLETT MITCHELL  
 BEAR AND BUNNY NURSERY  
 BIRD & BLEND TEA CO.  
 BOOST PAY  
 CARE AT HOME SERVICES

CHILDS FARM  
 DAMIRA DENTAL STUDIOS  
 EAGLECLIFF  
 ELIANE HOME  
 ELITE LANDSCAPES  
 EMBRIDGE CONSULTING  
 ENVISAGE DENTAL  
 EXPERTISE HOMECARE  
 FLEET CLAIMS  
 FORMATIVE CONTENT  
 FROG BIKES  
 GIGGLING SQUID  
 GOHENRY  
 GROVES  
 GUARDIAN ANGEL CARERS  
 GYMFINITY KIDS  
 HOBBS REHABILITATION  
 HOME FROM HOME  
 HOVE'S CREATIVE DAY NURSERY  
 J&B HOPKINS  
 JOMA JEWELLERY  
 KHR  
 LES CAVES DE PYRENE  
 LIFELINE24  
 MANOR CARE HOMES  
 MDGROUP  
 METAL INTERESTS  
 MMR RESEARCH WORLDWIDE  
 MPB  
 MUMBY'S LIVE-IN CARE  
 N2O  
 NATURAL BABY SHOWER  
 NUTLEY'S KITCHEN GARDENS  
 OHWORKS  
 OPEN HEALTH  
 ORIGIN FRAMES  
 PANASEER  
 POLYSTAR PLASTICS  
 PORTA ROMANA  
 RAGDOLL PRODUCTIONS  
 RFA SECURITY SERVICES  
 SANDBAG  
 SOCIETY CAFÉ  
 SOFAS & STUFF  
 SYMBOL  
 TAXCALC  
 TEAMWORK UK  
 THE GEOGHEGAN GROUP  
 TINY BOX COMPANY  
 TMC  
 TSL PROJECTS  
 WHISPERS CARE  
 WISE OWLS CHILDCARE

“““

“It is inspiring to see the growing number of female founded scaleups across the country. In this challenging environment it is essential to create the support network and resources women and all entrepreneurs need to successfully transform their concepts into commercial entities. At Scotland Food and Drink, we are passionate supporters of scaleups in an industry which plays such a crucial role in feeding the nation and contributing to our economy.”

LUCINDA BRUCE-GARDYNE, CHAIR, SCOTLAND  
 FOOD & DRINK

**SOUTH WEST**

BEYOND LIMITS  
BLOOM BOUTIQUE  
CARE YOUR WAY  
CHORUS  
DIGIVANTE  
EQUILAW  
FINEST SMILE DENTAL STUDIO  
GREEN DAYS DAY CARE  
GUNGHO MARKETING  
HOME LEISURE DIRECT  
INTO-PLAY  
LOOP TECHNOLOGY  
M.B. CROCKER  
MOO FREE  
NATRACARE  
NATURALLY LEARNING  
NEWCROSS HEALTHCARE SOLUTIONS  
PENWITH CARE  
PLANTFORCE RENTALS  
PLIMSOLL PRODUCTIONS LIMITED  
POLECAT  
RD AVERY  
SNAPDRAGONS  
STEPHENS AND STEPHENS  
TOUT'S  
TRELAWNEY CARE & HUB  
TRUFFLEHUNTER  
WEST COUNTRY PARKS  
WISHFORD SCHOOLS

**WALES**

APOLLO TEACHING SERVICES  
BRITANNIA INN  
CHAMBERLAINS SECURITY  
CWB WHOLESALE  
FRON FARM COUNTRY HOLIDAY PARK  
INSITE TECHNICAL SERVICES  
LLANGATTOCK SCHOOL MONMOUTH  
MAKEFAST  
MONEYPENNY  
MORGANSTONE  
PAUL BRISTOW ASSOCIATES  
RON SKINNER & SONS  
RUNTECH  
THE PARTNERSHIP OF CARE  
THINQI  
TRAKCEL

**WEST MIDLANDS**

AMG NURSING & CARE SERVICES  
BET365  
BRAMPTON RECRUITMENT  
BROCKTON CARE  
BUSY BEES CHILDCARE  
CAPITAL CARE GROUP  
CAPPFINITY  
DIABETES DIGITAL MEDIA  
EXASOFT  
HANDMADE SCOTCH EGG COMPANY  
HOTELSHOPUK  
KATHERINE HARRIET

LA PETITE CONCIERGE  
LTK CONSULTANTS  
OAKLAND INTERNATIONAL  
REAL PCS  
TISSKI  
TONKOTSU  
VEINCENTRE  
WOOL WAREHOUSE  
WORCESTER EARLY YEARS CENTRE  
WORKING SOLUTIONS

**YORKSHIRE AND THE HUMBER**

2 SISTERS FOOD GROUP  
365 RESPONSE  
ACORN EVENT STRUCTURES  
ANSWER DIGITAL  
AT HOME - SPECIALISTS IN CARE  
BLOSSOM HOME CARE  
BW LEGAL  
CHAOPHRAYA  
CLIFFE HOUSE DAY NURSERIES  
COUNTRY STYLE FOODS  
DANIELLA DRAPER  
DAVID DUGGLEBY  
DOWSING & REYNOLDS  
FAIRFAX PLANT HIRE  
FIRST ACTUARIAL  
FLEXI CARE & SUPPORT  
G3 REMARKETING  
HAPPY FUTURES  
HARMAN'S FACILITIES MANAGEMENT  
HECK FOODS  
HISTORY & HERALDRY  
HORIZON HEALTHCARE HOMES  
ILEARN EDUCATION  
INSPIRED PROPERTY MANAGEMENT  
JUNIOR JAM  
LITTLE GREEN RASCALS ORGANIC DAY  
NURSERIES  
MAUVE GROUP  
MONSTER GROUP  
NCM AUCTIONS  
PANINTELLIGENCE  
RESQ  
RN WOOLER  
SELECT ALLOYS & MATERIALS  
SERAPHINE  
STEPS REHABILITATION  
SWEET SQUARED  
TEAM17 DIGITAL  
THE CARE COLLECTION  
THE CRAGGS COUNTRY BUSINESS PARKS  
THE DATA SHED  
TWINKL  
ULTIMA FURNITURE  
VEXICA  
WOODLAND LAKES LODGES  
WOVEN AGENCY  
YORKARE HOMES