

Sparkling Clean - Social Enterprise

Support into employment

Anna and Ben are both supported by Dimensions in the North Central Region. Through our person centred planning process we identified that they wanted to become more independent and earn their own living.

Our support workers worked closely with Anna and Ben to understand their skills and needs and helped them to apply for, and obtain, employment. Anna and Ben both responded to advertisements for cleaning positions within Dimensions itself; were recruited through our normal 'Evolution' recruitment approach and were successful in gaining contracts of employment, on our usual terms and conditions, to clean the North Central office.

Anna and Ben were initially assisted in these roles by their support workers, who provided clarity on the tasks required and supervised to ensure a safe working environment. They are now both proving to be reliable and effective members of our staff team and Anna no longer requires support to undertake her duties.

Positive outcomes

- Developing the commitment to a work pattern – reliability proven
- Increased Self-esteem
- Feeling of 'having a purpose' expressed
- People being supported expressing that they are proud of doing a good job and contributing
- Developing respect for others' belongings – honesty
- Increased employability

In addition this initiative has also had a positive impact in helping the people we support to make key decisions, for example, Anna has decided to work as a cleaner for the foreseeable future despite having to give up some benefits to which she is entitled. The independence and sense of achievement is more important to Anna!

Expanding on success – establishing a professionally run cleaning business

Having successfully turned the dreams of two of the people we support into reality, our North Central team did not stop there! They quickly realised this positive outcome could be achieved for other people we support, if funding could be made available for dedicated short-term support resources. They



decided to submit a bid to Dimensions' innovative Central Fund for Employment Projects; which was successful in securing the funding to employ two part time coordinators for a period of twelve months.

These coordinators successfully negotiated and established further cleaning contracts, for a professionally run cleaning service at a commercial rate, including further Dimensions offices, a local vicar, and staff's families. This led to a need for more cleaning staff, which has enabled more people we support to be employed to deliver these contracts.

To reinforce the professional, business approach, 'Sparkling Clean' has developed a logo, which is 'sported' on tabards adopted as the accepted uniform. The cleaners are responsible for laundering their own uniform and turning up for work smartly dressed.

Our coordinators are on-hand to provide assistance to anyone until they demonstrate they can undertake the tasks competently and safely. This has enabled the new recruits to gain confidence in their new jobs; and to build trust on all sides. As result, all those involved feel very proud of the achievements of 'Sparkling Clean', and for the people we have supported to move into employment in this way, the opportunity has enabled them to make a positive contribution to the community in which they reside and achieve personal economic wellbeing. To date 4 of the people we support are now employed by this enterprise.

The future

Having proved successful we are now in the process of developing this initiative into a fully commercial and sustainable Social Enterprise Company, with the people we support taking an active role in its development and governance, accepting positions on the steering group which has been established to take this forward.



Dimensions
Supporting people to change their lives

Sparkling Clean

**Done and dusted,
we're the team that
can be trusted!**

**Sparkling Clean is a business set up
to support adults with learning
difficulties to get paid employment.**

**We want to provide a quality
cleaning service to people in their
own homes or other places in the
community.**

**We are fully trained and
offer a reliable and
professional service.**

