



Introduction

Welcome to the Scottish Government's Social Enterprise Census 2024. This is the fifth official review of enterprising charities and social enterprises in Scotland.

Every two years, this official study helps inform policy and funding, and shows the impact of the sector in your area. Find out previous results at www.socialenterprisecensus.org.uk.

If your organisation has social or environmental goals and generates income through contracts or fees of any kind, then we want to hear from you. This could include things like running a business in your community generating energy, providing arts activities, running a hotel which provides housing, or delivering social care services.

So, we ask you to commit just 15-20 minutes of your time to share information about the work of your organisation and its needs. Each and every question you answer is important to us.

You can view the questions being asked in this survey at the link below so that you can prepare your answers in advance of completing the survey: <https://diffleypartnership.co.uk/wp-content/uploads/2024/05/Social-Enterprise-Census-2024-Questionnaire.pdf>

The Social Enterprise Census is conducted on behalf of the Scottish Government by Diffley Partnership. Any information you provide will be treated in the strictest confidence and no information will be released that can identify the specific views of you or your organisation. See full [Privacy Notice](#).

Join thousands of others contributing to this important source of knowledge about the sector. Just click below to get started.

About your organisation

* 1. Please provide a few basic contact details:

Registered name of organisation

Postcode

Email address

* 2. Please provide relevant registration numbers (if known):

Company No.:

Charity No.:

IPS/Society No.:

* 3. Please state whether the following statements about your organisation are true or false:

	True	False
We have social or environmental objectives	<input type="radio"/>	<input type="radio"/>
We earn income from selling goods, charging for services or delivering contracts	<input type="radio"/>	<input type="radio"/>
Profits/surpluses are reinvested in furthering our social/environmental goals	<input type="radio"/>	<input type="radio"/>
Our constitution ensures that the assets of our organisation cannot be sold for private gain	<input type="radio"/>	<input type="radio"/>

* 4. Is your organisation led and accountable to people in a particular neighbourhood/community?

Yes

No

* 5. Is 'social enterprise' a term that your organisation uses to describe itself?

Yes

No

Your activities and services

* 6. In which sector is the MAIN trading activity of your organisation? (i.e. the main area of activity through which you generate income from fees or contracts)

* 7. Does your organisation trade in any other sectors in addition to your main trading sector?
Please select all that apply.

- | | |
|--|---|
| <input type="checkbox"/> Arts and Creative Industries | <input type="checkbox"/> Housing |
| <input type="checkbox"/> Community Centres and Halls | <input type="checkbox"/> Information, Consultancy & Support Services |
| <input type="checkbox"/> Early Learning and Childcare | <input type="checkbox"/> Property, Energy, Utilities, and Land Management |
| <input type="checkbox"/> Education, Training, and Employment | <input type="checkbox"/> Retailing |
| <input type="checkbox"/> Environment and Recycling | <input type="checkbox"/> Sport and Leisure |
| <input type="checkbox"/> Financial Services | <input type="checkbox"/> Tourism, Heritage and Festivals |
| <input type="checkbox"/> Food, Catering & Hospitality | <input type="checkbox"/> Transport |
| <input type="checkbox"/> Health and Social Care | |
| <input type="checkbox"/> Other (please specify) | |

None

* 8. Does your organisation mainly sell goods or services?

- Mainly goods
- Mainly services
- Both goods and services

* 9. What is the widest geographic area across which your organisation operates?

- A single neighbourhood/community
- A local authority area
- Multiple local authority areas
- Regionally (e.g. Greater Glasgow, Lothian)
- Scotland-wide
- Across the UK
- Internationally

* 10. Has your organisation exported/licensed goods or services to overseas markets in the last 12 months?

Yes

No

Governance

* 11. Does your organisation have any paid employees? (including yourself)

Yes

No

* 12. Including yourself, how many employees work for your organisation across all sites?

Please provide numbers. Enter '0' if none.

Full-time paid staff (30
hours or more per
week)

Part-time paid staff
(less than 30 hours per
week)

Full-time unpaid
volunteers

Part-time unpaid
volunteers

* 13. Approximately what is the ratio between the salary of the highest and lowest paid employee in your organisation?

To estimate divide the highest by the lowest salary, e.g. 5:1

* 14. Please select the fair work practices that your social enterprise has in place. Select all that apply

- | | |
|--|--|
| <input type="checkbox"/> Real Living wage commitment | <input type="checkbox"/> Taking action to tackle the gender pay gap |
| <input type="checkbox"/> Secure employment with fair pay and conditions | <input type="checkbox"/> Employee representation in decision-making |
| <input type="checkbox"/> Hybrid working | <input type="checkbox"/> Training and development opportunities |
| <input type="checkbox"/> Flexible and family friendly working arrangements | <input type="checkbox"/> Safe and healthy work environment |
| <input type="checkbox"/> No inappropriate use of zero hour contracts | <input type="checkbox"/> Recognition or awards for fair work practices |
| <input type="checkbox"/> No use of fire and rehire practices | |
| <input type="checkbox"/> Equal opportunities and diversity policies | |
| <input type="checkbox"/> Other (please specify) | |

- None of the above

* 15. Does your organisation pay at least the 'Real Living Wage in Scotland' to all paid employees? (Living Wage Foundation rate of £12 per hour as of 1 January 2024)

- Yes
 No

* 16. Is your organisation a Real Living Hours accredited employer? (Information on the scheme can be found [here](#))

- Yes
 No



Governance

* 17. Do you intend to become a Real Living Hours accredited employer in the next 12 months?

Yes

No



Governance

* 18. Is your organisation a Living Pension accredited employer (Information on the scheme can be found [here](#))

Yes

No



Governance

* 19. Do you intend to become a Living Pension accredited employer in the next 12 months?

Yes

No

Governance

* 20. Which of the following formal arrangements does your organisation have in place to engage employees in organisation decisions? Please select all that apply

- | | |
|---|---|
| <input type="checkbox"/> Staff representatives on the Board | <input type="checkbox"/> Have a recognition agreement with a trade union |
| <input type="checkbox"/> Staff have voting rights on certain matters under the organisation's articles of association | <input type="checkbox"/> Staff engagement forums |
| <input type="checkbox"/> Staff can submit or present items for Board meetings | <input type="checkbox"/> Staff feedback is sought through emails, surveys and so on |
| <input type="checkbox"/> 'Open door' policies between employees and leaders | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Use of staff council/representative employee groups | |
| <input type="checkbox"/> Other (please specify) | |
| <input type="text"/> | |
| <input type="checkbox"/> None of the above | |

* 21. Does your business offer any of the following working hours arrangements for employees? Please select all that apply

- | | |
|---|--|
| <input type="checkbox"/> Flexitime (flexible working hours) | <input type="checkbox"/> Compressed hours |
| <input type="checkbox"/> An annualised hours contract | <input type="checkbox"/> Zero hours contracts |
| <input type="checkbox"/> Hybrid working | <input type="checkbox"/> On call working |
| <input type="checkbox"/> Term-time working | <input type="checkbox"/> Other flexible working patterns |
| <input type="checkbox"/> Job-sharing | |
| <input type="checkbox"/> Other (please specify) | |
| <input type="text"/> | |
| <input type="checkbox"/> None of the above | |

The difference you make

* 22. In the last financial year, approximately how many people, if any, DIRECTLY benefited from the projects, programmes, goods or services of your organisation?

Please provide numbers. Enter '0' if none and 'Unknown' if Don't know

* 23. To what extent, has the number of beneficiaries changed in the last year?

- | | |
|--|--|
| <input type="radio"/> Increased a lot | <input type="radio"/> Decreased a little |
| <input type="radio"/> Increased a little | <input type="radio"/> Decreased a lot |
| <input type="radio"/> No change | <input type="radio"/> Don't know |

24. Tell us more to help us understand any big changes

* 25. Do you target services or support to any of the following beneficiary groups? Please select all that apply

- | | |
|--|--|
| <input type="checkbox"/> People experiencing socio-economic disadvantage | <input type="checkbox"/> People identifying as LGBTIQ+ |
| <input type="checkbox"/> Alcohol or drug addiction/dependency | <input type="checkbox"/> People with convictions |
| <input type="checkbox"/> Carers | <input type="checkbox"/> People with mental illness or mental health conditions or illnesses |
| <input type="checkbox"/> Homeless/coming out of homelessness | <input type="checkbox"/> Refugees and asylum seekers |
| <input type="checkbox"/> Individuals with a physical disability or long-term condition | <input type="checkbox"/> Veterans/ex-military |
| <input type="checkbox"/> Individuals with a learning disability | <input type="checkbox"/> Victims of crime |
| <input type="checkbox"/> Long-term unemployed | <input type="checkbox"/> Women and girls |
| <input type="checkbox"/> People from rural and island communities | <input type="checkbox"/> Young people |
| <input type="checkbox"/> Older people | |
| <input type="checkbox"/> People from a minority ethnic background | |
| <input type="checkbox"/> Other (please specify) | |

- None of the above

* 26. Which of the following outcomes, if any, have your activities directly enabled during the last year? Please select all the apply

- | | |
|--|--|
| <input type="checkbox"/> Enabled children and young people to grow up loved, safe and respected so they realise their full potential | <input type="checkbox"/> Enable people to become more healthy and active |
| <input type="checkbox"/> Enabled communities to be more inclusive, empowered, resilient, and safe | <input type="checkbox"/> Enabled people to respect protect and fulfil human rights and live free from discrimination |
| <input type="checkbox"/> Enabled creativity and vibrant and diverse cultures to be expressed and enjoyed widely | <input type="checkbox"/> Enabled Scotland to be open, connected and make a positive contribution internationally |
| <input type="checkbox"/> Enabled a more globally competitive, entrepreneurial, inclusive and sustainable economy | <input type="checkbox"/> Enabled poverty to be decreased by sharing opportunities, wealth and power more equally |
| <input type="checkbox"/> Enabled people to become more educated, skilled and able to contribute to society | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Enabled people to value, enjoy, protect and enhance our environment | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> Enabling thriving and innovative businesses, with quality jobs and fair work for everyone | |



Measuring social impact

This section focuses on measuring social impact. Social impact is often understood as the effects on people and communities that happen as a result of an action, activity, project, programme or policy. A common way to think about social impact is to consider it as the change that happens for or to people as a result of an action or activity.

* 27. To what extent does your organisation measure its social impact?

- A large extent
- Some extent
- Not very much
- Not at all
- Don't know

Measuring social impact

* 28. What specific methodologies or tools does your organisation use to measure social impact? Please select all that apply

- Surveys or questionnaires
- Interviews or focus groups
- Case studies or success stories
- Quantitative data analysis (e.g., metrics, indicators)
- Other (please specify)
- None of the above
- Qualitative data analysis
- External evaluations or assessments

Measuring social impact

* 29. What are the main barriers your organisation faces to measuring social impact? Please select all that apply

- Lack of resources (financial, human, technological)
- Lack of expertise or knowledge on how to measure impact
- Perception that measuring impact is not relevant or necessary
- Concerns about the complexity or feasibility of measuring impact
- Prioritisation of other organisational activities over impact measurement
- Other (please specify)

* 30. Which of the below does your organisation require to feel better prepared to measure social impact? Please select all that apply

- Impact measurement workshops
- Online courses/resources
- Funding for tools/software
- Budget for hiring staff/consultants
- Grants specifically for impact measurement
- Access to impact measurement software
- IT infrastructure upgrade
- Best practice guidelines
- Mentorship from experienced organisations
- Networking opportunities
- Promoting a culture of impact measurement
- Overcoming resistance/scepticism
- Other (please specify)



Net Zero

* 31. Has your organisation used either of the following?

- Growing Climate Confidence score card
- Net Zero Accelerator Tool
- No, I have used neither of these



Net Zero

You can complete the Growing Climate Confidence score card at <https://climateconfident.scot/scorecard> after you have completed this survey.

* 32. Why have you not filled out the Growing Climate Confidence score card?



Net Zero

* 33. Beyond net-zero initiatives, how does your organisation incorporate sustainability into its daily operations? Please select all that apply

- Sustainable sourcing and procurement policies
- Waste reduction and management strategies
- Biodiversity and conservation efforts
- Sustainable transportation for employees
- Other (please specify)

Challenges and prospects

* 34. Has the economic climate over the last 12 months positively or negatively affected the prospects of your organisation?

- Positively
- Negatively
- Neither positively nor negatively
- Don't know

* 35. In the most recent financial year, what has happened to the following elements of your finances?

	Increase > 50%	Increase 25-50%	Increase <25%	No effect	Decrease <25%	Decrease 25-50%	Decrease >50%	Don't know
Income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Debt	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Profits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reserves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 36. What do you perceive to be the main factors that have influenced market conditions over the last 12 months?

* 37. Do you believe that your organisation's financial circumstances will be better or worse over the next 12 months?

- Much better
- Somewhat worse
- Somewhat better
- Much worse
- About the same
- Don't know

Public sector contracts

* 38. Does your organisation sell goods or services (including under contract/agreement) to any of the following customer groups? Please select all that apply

- Public sector
- Private sector
- Third sector (inc. social enterprises)
- General public

* 39. Has your organisation bid for and won a public sector contract in the last 12 months? Please select all that apply

- Yes, won a contract bidding alone
- Yes, won a contract as part of a consortium
- No, unsuccessful in bidding for contracts
- No, didn't bid for any contracts

40. If you didn't bid or were unsuccessful in bidding, which of the following would your organisation require to feel better prepared to bid or win a contract? Please select all that apply

- More capacity to write bids
- Streamlined procurement processes
- Diversification of offerings
- Lower levels of insurance to be eligible to bid
- Training or workshops on bidding processes
- Consultation with bid writing experts
- Mentorship programs for bidding guidance
- Access to online resources or guides
- Other (please specify)
- Networking events with potential partners or clients
- Collaboration opportunities with other organisations
- Support from industry associations or networks
- Feedback sessions on previous bid submissions
- Legal support for contract review and compliance
- Financial assistance for bid preparation costs

- None of the above

* 41. In the last 12 months, have you accessed any of the following support in preparing a bid? Please select all that apply

- Training or workshops on bidding processes
- Consultation with bid writing experts
- Mentorship programs for bidding guidance
- Access to online resources or guides
- Networking events with potential partners or clients
- Collaboration opportunities with other organizations
- Other (please specify)
- Support from industry associations or networks
- Feedback sessions on previous bid submissions
- Legal support for contract review and compliance
- Financial assistance for bid preparation costs

I have not accessed any support



Public sector contracts

* 42. How helpful was the support you accessed in preparing a bid?

- Very helpful
- Somewhat helpful
- Neither helpful nor unhelpful
- Somewhat unhelpful
- Very unhelpful

Accessing external financial assistance

* 43. Has your organisation applied for any of the following external finance in the past 12 months? Please select all the apply

- | | |
|--|--|
| <input type="checkbox"/> A grant | <input type="checkbox"/> Equity finance |
| <input type="checkbox"/> Community share capital | <input type="checkbox"/> Crowdfunding |
| <input type="checkbox"/> A loan | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Leasing/Hire Purchase | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> An overdraft | |

Accessing external financial assistance

* 44. Was your organisation successful in accessing the following external finance in the past 12 months? Please select all that apply

	Yes	No - applied but was unsuccessful
A grant	<input type="checkbox"/>	<input type="checkbox"/>
Community share capital	<input type="checkbox"/>	<input type="checkbox"/>
A loan	<input type="checkbox"/>	<input type="checkbox"/>
Leasing/Hire Purchase	<input type="checkbox"/>	<input type="checkbox"/>
An overdraft	<input type="checkbox"/>	<input type="checkbox"/>
Equity finance	<input type="checkbox"/>	<input type="checkbox"/>
Crowdfunding	<input type="checkbox"/>	<input type="checkbox"/>
Don't know	<input type="checkbox"/>	<input type="checkbox"/>

Accessing external financial assistance

* 45. Is your organisation willing to consider the use of repayable/loan finance?

- Yes
- No
- Don't know

* 46. In what ways, if any, has your organisation's attitude to loan funding changed over the last 12 months? Please select all that apply

- | | |
|---|---|
| <input type="checkbox"/> Increased openness to exploring loan funding options | <input type="checkbox"/> Shift towards alternative financing options instead of traditional loans |
| <input type="checkbox"/> Actively seeking out loan opportunities for growth or expansion | <input type="checkbox"/> Greater emphasis on financial sustainability, leading to more conservative loan strategies |
| <input type="checkbox"/> More cautious approach due to economic uncertainties | <input type="checkbox"/> Increased reliance on loan funding to bridge gaps in revenue or cash flow |
| <input type="checkbox"/> Greater willingness to consider loans as a strategic investment | <input type="checkbox"/> Heightened awareness of the importance of loan terms and conditions |
| <input type="checkbox"/> Expanded use of loan funding to support innovation or new projects | |
| <input type="checkbox"/> Other (please specify) | |
| <input type="text"/> | |
| <input type="checkbox"/> No change in attitude towards loan funding | |

* 47. What is your current cashflow/financial position?

- We have funds to operate for up to 3 months
- For 3-6 months
- For 6-12 months
- 12+ months
- Don't know

* 48. How concerned are you about your financial sustainability in the coming year?

- | | |
|--|--|
| <input type="radio"/> Very concerned | <input type="radio"/> Not concerned at all |
| <input type="radio"/> Somewhat concerned | <input type="radio"/> Don't know |
| <input type="radio"/> Not very concerned | |



Accessing external financial assistance

If you are particularly concerned about your financial stability, there is free support available to help you find a new route forward. Just click here and fill in a very simple support request: <https://sesupportmap.scot/recovery/>

Accessing external financial assistance

* 49. Please tell us about any changes in the last 12 months to...

	Increased	No change	Decreased	Don't Know
Total income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proportion of income from trading/contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contracts with the public sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geographic coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Product or goods service/range	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demand for services or goods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operating costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Joint working with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reliance on grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total volunteers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital delivery of activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activity to reduce carbon footprint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for staff wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operational processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 50. Please tell us what you expect to change for your organisation in the next 12 months to...

	Increase	No change	Decrease	Don't Know
Total income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Proportion of income from trading/contracts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contracts with the public sector	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Geographic coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Product or goods service/range	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demand for services or goods	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operating costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Joint working with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reliance on grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total volunteers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Digital delivery of activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activity to reduce carbon footprint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for staff wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operational processes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 51. Overall, how would you describe your confidence in the economic prospects facing your organisation over the next 12 months, compared to the previous 12 months?

- Much more confident
- Slightly more confident
- As confident
- Slightly less confident
- Much less confident

* 52. What are the prospects for your organisation over the next 12 months?

- Positive, expecting growth or expansion
- Stable, foreseeing consistent operations
- Uncertain, with potential fluctuations in business activity
- Challenging, anticipating difficulties or setbacks
- Negative, facing significant obstacles or risks to sustainability
- We expect to close permanently

* 53. What, if any, are the main barriers/obstacles to the development of your organisation?

Please select all that apply

- | | |
|--|--|
| <input type="checkbox"/> Difficult marketing/trading conditions | <input type="checkbox"/> Insecure or declining grant funding |
| <input type="checkbox"/> Competition within the market | <input type="checkbox"/> Increasing costs |
| <input type="checkbox"/> Difficulty complying with regulations or legislation | <input type="checkbox"/> Cashflow difficulties |
| <input type="checkbox"/> Lack of time/capacity to develop trading potential | <input type="checkbox"/> Difficulty accessing finance |
| <input type="checkbox"/> Inadequate business support | <input type="checkbox"/> Skills gaps or shortages |
| <input type="checkbox"/> Difficulties securing Public Contracts/Service Level Agreements | <input type="checkbox"/> Supply change disruption |
| <input type="checkbox"/> Public awareness or preconceptions of social enterprise | <input type="checkbox"/> Lack of digital infrastructure |
| <input type="checkbox"/> Recruitment and retention difficulties | |
| <input type="checkbox"/> Other (please specify) | |

* 54. From this list below, which, if any, of the following might your organisation usefully benefit from help with during the next 12 months? Please select all that apply

- Attracting new and young talent
- Attracting repayable/loan finance
- Collaborating with others to succeed
- Developing digital capabilities
- Developing leadership capabilities including developing board capacity
- Developing new products or services
- Developing your marketing strategy
- Developing your workforce
- Doing business in international markets
- Finding a business mentor
- Finding property solutions
- Improving environmental sustainability
- Improving your business practices
- Learning new business skills
- Managing your intellectual property
- Measuring social impact
- Planning for business change and succession
- Preparing a business plan for growth
- Recovering from business difficulties
- Researching new opportunities
- Starting up a new business venture
- Tendering for public sector contracts
- Other (please specify)

Equalities and diversity

* 55. What workforce data on equality and diversity does your organisation collect? Please select all that apply

- | | |
|--|---|
| <input type="checkbox"/> Data on age | <input type="checkbox"/> Data on marriage and civil partnership |
| <input type="checkbox"/> Data on sex | <input type="checkbox"/> Data on sexual orientation |
| <input type="checkbox"/> Data on gender reassignment | <input type="checkbox"/> Data on religion and belief |
| <input type="checkbox"/> Data on disability | <input type="checkbox"/> Data on caring responsibilities |
| <input type="checkbox"/> Data on race | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Data on socio-economic background | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> Data on pregnancy and maternity | |

* 57. How many individuals in the following categories currently serve on your organisation's governing board/committee? You might refer to them as trustees, board members or committee members.

Please provide numbers. Enter '0' if none or 'unknown' if Don't know

Total trustees or board/committee members

Of which identify as female

Of which identify as non-binary

Of which are people from minority ethnic backgrounds

Of which are people aged under 30 years

Of which are people aged over 55 years

Of which consider themselves to have a disability or long-term health condition

Of which identify as LGBTIQ+A

* 58. Please answer 'yes' or 'no' to the following statements about the characteristics of the most senior employee in your organisation (Chief Executive, Manager or equivalent):

	Yes	No	Unknown
Identifies as female	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifies as non-binary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is from a minority ethnic background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is aged under 30 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is aged over 55 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Considers themselves to have a disability or long-term health condition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifies as LGBTIQ+A	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 59. What support, if any, would your organisation benefit from to improve equality and diversity in your workforce?



Accounts and financial data

60. As part of the Social Enterprise Census, we will be collecting accounts and financial information to make an assessment about the size and value of the Social Enterprise sector in Scotland. To aid us in collecting this information, please provide a link to your organisation's MOST recent financial information below.



Recruitment

61. As part of this study, Diffley Partnership is interested in speaking to Social Enterprises across Scotland about their experiences. The purpose of these interviews is to gain a deeper understanding of the experiences of those in the sector. These interviews can be conducted either in-person or online. If you would be interested in taking part in an interview of 60 minutes, please enter an email address and phone number where we can contact you at below.

Name:

Email address:

Phone number:



* 62. If your organisation is not already a member of Social Enterprise Scotland would you be interested in joining?

Yes

No

* 63. Are you happy for your survey responses to be shared with Social Enterprise Scotland?

Yes

No