

Case study

Membership and governance

Swindon Child Carers

Social aim

To provide a mobile crèche facility.

Trading activity

Providing mobile crèche services as well as on site crèche for University of Bath in Swindon.

Ownership

A workers' co-operative, all employees are invited to join the co-operative after a probationary period.

How Co-operative Futures helped

Swindon Child Carers were interested to learn more about a different co-operative child care model they had heard at a conference, and contacted Co-operative Futures for further information.

During discussions about how to adopt this co-operative model, it became apparent that the business had not always involved staff in the decisions of running the business, as a workers co-op should. Co-operative Futures helped by facilitating training sessions about how a workers co-op should operate, and that each of the employees owned a stake in the business.

In preparation for the AGM, Co-operative Futures conducted some informal training on the role of a Director and how decisions are made. This led to several members of staff wanting to take on a more active and participative role in the governance of the business.

Swindon Child Carers has emerged a much stronger organisation with employees taking on additional responsibilities and getting involved in developing the business. Each employee now recognises that they have a share in something quite special.

"We're grateful to have ongoing support from Co-operative Futures, and would be lost without it."



[Read more about membership and governance here...](#)