

Co-operative Assistance Network Limited

Social Account
2005-6

(Incorporating Key Co-operative and Social Performance Indicators)

The logo for 'can' is rendered in a bold, dark blue, lowercase sans-serif font. The letters are thick and closely spaced, with a slight shadow or depth to the characters.

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About CAN

Co-operative Assistance Network Limited (CAN) is a democratic, worker-owned enterprise in which membership is open to all workers who satisfy membership criteria. CAN is simultaneously: a Worker Co-operative; a Co-operative Development Body; a Social Enterprise Development Body, and a Social Enterprise. CAN has been working in the field of Co-operative and Social Enterprise Development since 1989. CAN works to a mission statement that combines its social and commercial objectives:

"To assist in the development of Co-operatives and other Social Enterprises" and
"To be a good example of a Worker Co-operative"

CAN meets its commercial objectives and social objectives simultaneously by providing services which are paid for by clients themselves or on behalf of the clients by agencies such as Co-operative Development Bodies, Local Authorities, Business Links etc. These services include:

- Training
- Information Advice and Guidance
- Development Consultancy E.g. Business Plan Development
- Company Registration Service
- Research Services

Performance against indicators is supplied to gauge:

- Member/worker involvement and participation in CAN
- CAN's performance as an employer
- CAN's support provided to co-operatives and social enterprises
- CAN as an active part of the co-operative movement
- CAN's Social Responsibility

About the Indicators

The indicators reported on in this document come from 2 sources:

1. "Key Co-operative and Social Performance Indicators" for Worker Co-operatives as promoted by Co-operatives UK.
2. Indicators that CAN workers and members decided that they would like to report on and monitor.

Data collection

Data was collected using existing CAN sources, such as Company Accounts, Company Register, minute books and worker timesheets for the period. In some instances, the finance department carried out calculations to provide a more accurate figure than could be obtained from the raw data. This report covers the period corresponding to the CAN financial year 1 June 2005 - 31 May 2006.

Benchmarking

Performance against indicators for previous years is shown, where that information is available.

Following consultation with stakeholders (clients), benchmark figures are provided to allow comparison of CAN's performance with other organisations, where these figures can be obtained.

Match to Co-operative Principles

Values

Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative members believe in the ethical values of honesty, openness, social responsibility, and caring for others.

Principles

The seven co-operative principles are guidelines by which co-operatives put their values into practice.

Below we show how the indicators map onto the Co-operative Principles.

Principle

1st Principle: Voluntary and open membership

Indicator

Membership as a proportion of the workforce

2nd Principle: Democratic member control

Directors as a proportion of members
Average member attendance at General Meetings

3rd Principle: Member economic participation

Proportion of wages paid to members
Wages and profit distribution to employees

4th Principle: Autonomy and independence

5th Principle: Education, training and information

Average number of hours of training
Total days of training delivered

6th Principle: Co-operation among co-operatives

Total trade with other co-ops and CDBs
Investment in co-operative initiatives
Ethical issues considered in procurement

7th Principle: Concern for community

Investment in co-operative initiatives
Proportion of waste recycled or re-used
Ethical issues considered in procurement

Member/worker involvement and participation in CAN

	2006	2005
Democratic participation		
Membership as proportion of the workforce	50%	n/a*
Directors as a proportion of members	75%	n/a*
Average member attendance at General Meetings as a proportion of total membership	94%	100%

CAN is a democratic worker co-operative with membership open to workers who have passed probation and work over an agreed minimum number of hours. The Directors are elected from the members. These indicators help us to understand how successful CAN is at achieving participation.

Economic participation

Proportion of wages paid to members	77.12%	97.40%
Wages and profit distribution to employees (As a proportion of turnover)	£107,785 68%	n/a* n/a*
Profit distribution to employees as proportion of turnover	0%	n/a*

These indicators help us to understand the level to which CAN is able to benefit its members and workers – those people whose work generates the turnover and profits.

There was no profit distribution to employees in 2005-6. All profits were reinvested in the co-operative except 1% allocated to supporting the development of co-operatives (see below)

CAN staffing

Average number of hours training per employee	9.5	5.6
Average number of accidents/injuries per employee per year	0	0
Absentee rates (days)	6.5	4.5

The national average for days taken sick in 2005 was 6.6. (CBI, April 2007)

Staff Gender make up:

Male	63%	100%
Female	37%	0%

A gender benchmark obtained from Office of National Statistics indicates that the working population is made up equally of both genders (i.e. 50%)

Staff Ethnicity make up:

White	100%	100%
Ethnic Minority	0%	0%

Statistics available for the general population indicate a make up of 92.1% white and 7.9% Ethnic minorities. The national measure is crude but has been used as CAN operates and recruits across 4 government office regions.

Staff Turnover (rate of employees leaving during the year)	0%	n/a*
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Support provided to co-operatives and social enterprises

n/a* - A new indicator reported on for the first time this year

In meeting its social objectives, CAN provides a variety of development services to clients establishing or developing Co-operatives and Social Enterprises. The amount of training delivery is outlined below. Future reports will outline other measures of support provided.

	2006	2005
Number of training days	67	n/a*
Number of half day training workshops	18	n/a*
Total days of training delivered	76	n/a*

CAN as an active part of the co-operative movement

These indicators help us to understand how successful CAN is at supporting and inter-trading with other parts of the co-operative movement

Investment in co-operative initiatives as proportion of pre-tax profits	22.03%	13.25%
Investment in co-operative initiatives as proportion of turnover	0.55%	n/a*
Total trade (sales and purchases) with other co-ops	£14,580	n/a*
As percentage of total trading activity	8%	n/a*
Total trade with Co-operative Development Bodies	£111,956	n/a*
As percentage of total trading activity	64%	n/a*

Social Responsibility

These indicators outline CAN's performance in terms of general social responsibility.

Proportion of waste recycled or re-used	73.35%	n/a*
Ethical issues considered in procurement	Wide ranging – see below	Co-operative sourcing, Fair trade

CAN's Ethical Procurement Policy outlined:

A premium of up to 10% on cost is acceptable in order to source supplies from a Co-operative or Social Enterprise, a source that demonstrates high ethical standards in trading and social responsibility or supplies that are produced in an environmentally conscious way. We encourage Democratic control, Fair trade, Employee or community ownership, Investment in the community, Ecological sustainability and seek to avoid any involvement with Human rights abuses, Anti-trade union activity, Arms trade, Animal experimentation, Bloodsports and Environmental destruction

n/a* - A new indicator reported on for the first time this year