

**Consultation on the future definition of public service mutuals**

**Response sheet**

About This Consultation

#### To:

We welcome responses to this consultation from public service mutuals, social enterprises, and those involved with public sector commissioning.

#### Duration:

18 July 2019 to 30 September 2019

#### Enquiries:

[mutuals@culture.gov.uk](mailto:mutuals@culture.gov.uk)

#### How to respond:

Please send responses to [mutuals@culture.gov.uk](mailto:mutuals@culture.gov.uk) by 9.00am on 30 September 2019.

#### 1. Origins:

1a) Do you agree to removing the requirement for mutuals to have originated in the public sector?

**YES/NO**

*Please delete as appropriate.*

1b) Please provide further information to support your response.

500 words

#### 2. Employee influence

2a) Do you agree with tightening the requirements on employee influence in line with the below?

The following minimum requirements to be codified in the articles of association or governing documents:

* Direct staff ownership - using tax advantaged share plans, employees become registered individual shareholders of a majority of the shares in the company, or;
* Indirect staff ownership - shares are held collectively on behalf of employees, normally through an employee trust;

Or two or more of the following:

* Elected staff to the Board of Directors
* Staff and/or member voting rights
* Formalised staff forum with direct links to the Board

**YES/NO**

*Please delete as appropriate.*

2b) Please suggest any changes you’d make to the requirements above.

500 words

2c) Please provide further information to support your response.

500 words

#### 3. Mission and Profit

3a) Do you agree to replace must ‘deliver public services’, with must have ‘a clear social mission outlined in their governing documents’?

**YES/NO**

*Please delete as appropriate.*

3b) Please provide further information to support your response.

500 words

3c) Do you agree that government should make it a requirement that mutuals are social enterprises, and therefore reinvest the majority (51%+) of their profit into their mission?

#### ****YES/NO****

*Please delete as appropriate.*

3d) Please provide further information to support your response.

500 words

3e) Do the proposals outlined in section 3 limit the potential for investment in the mutuals sector?

**YES/NO**

*Please delete as appropriate.*

3f) Please provide further information to support your response.

500 words

#### 4. Independence & Ownership

4a) Do you agree that at least 51% of a public service mutual must be employee, community or user-owned. This 51% could not be owned by either a public sector organisation, or a private sector organisation that is not an employee, community or user owned entity. Such an entity could be an employee ownership trust, co-operative, social enterprise or charity.

**YES/NO**

*Please delete as appropriate.*

4b) Do you think there any other mechanisms should be implemented to future-proof the character of a public service mutual?

**YES/NO**

*Please delete as appropriate.*

4c) Please provide further information to support your response.

500 words

#### 5. Formal recognition and naming convention

5a) Do you think that the proposals outlined in this consultation could alleviate the confusion currently experienced by commissioners around public service mutuals?

**YES/NO**

*Please delete as appropriate.*

5b) Do you think the government should consider adding a strapline of “staff-led social enterprises”?

**YES/NO**

*Please delete as appropriate.*

5c) Please provide further information to support your responses.

500 words

5d) Do you think that a formal accreditation for public service mutuals is necessary to uphold the newly created definition?

**YES/NO**

*Please delete as appropriate.*

5e) Please provide further information to support your response, particularly in terms of how an industry-led accreditation could function.

500 words