

Marketplace and Talent Bank

By [East of England Local Government Association](#)

The East of England Local Government Marketplace **enables trading companies and traded services owned by or part of a local authority in the East of England to advertise their services and trade with other local authorities in the East of England.**

The East of England Local Government Association's Marketplace has the unique position whereby services can be purchased between member authorities with exemption from the public procurement regulations and therefore avoiding the resources and expense involved in a tender or quotation process.

Similarly, The East of England LGA Talent Bank provides access to a range of high quality Associates in areas that are a priority for East of England LGA members. It provides a quick and easy way to access additional capacity and

expertise when members need it, available without the need to conduct a procurement process.

Associates can be provided either on a day rate, or on a project package basis. Profiles of relevant Associates can be viewed on their online Marketplace. The Marketplace also showcases trading services or trading companies that are managed or owned by member councils, encouraging them to buy services from each other where appropriate.

See more: [East of England Local Government Marketplace](#)

Employee ownership trust in residential childcare

By [Halliwell Homes EOT Ltd.](#)

Halliwell is a social enterprise offering "clinically informed practice" through the medium of education and residential care. In 2022, **Halliwell Homes transitioned to an Employee Ownership Trust (EOT), aligning its mission of improving the psychological wellbeing of children in care with the interests of its staff.**

This move aimed to create a stable workforce for delivering the Restorative Parenting Recovery Programme, helping children transition to mainstream schools and family placements within two years.

The EOT model provides stability in a

sector often dominated by private equity, ensuring consistent care for children and creating financial benefits for staff, including future access to tax-free dividends. *"This structure supports the long-term quality and consistency of our services,"* says Managing Director Rob McKay.

Employee ownership has fostered a sense of belonging and engagement among staff. Halliwell introduced initiatives like newsletters, feedback sessions, and six-monthly presentations, with plans to include staff representation on the board. New benefits, such as annual "Halliversary" bonuses, subsidised gym memberships, and free counselling, reflect staff feedback and prioritise wellbeing.

The EOT structure has improved

recruitment and retention, achieving full staffing in 2023 despite sector-wide challenges. Longer staff tenure ensures stability and better outcomes for children in Halliwell's care.

Halliwell's approach has received external praise, with an 'outstanding' 2023 Ofsted report highlighting the stability of the staff team and the remarkable progress of children with complex needs. Halliwell Homes' EOT journey demonstrates how employee ownership can transform care services, ensuring consistent, high-quality support for vulnerable children while empowering and rewarding staff.



"We've set a new standard in residential care by prioritising staff wellbeing and engagement," says McKay. **"This is a long-term commitment to creating better outcomes for both staff and the children we support."**