

Vision 2024

Leaders Driving Growth

Midlands & East Awards

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About Vision 2024

Vision 2024 celebrates the best teams of 2023 backed by private equity and venture capital, awarding portfolio companies and their investors.

These annual awards take into account growth, competitiveness, innovation, ESG and the challenges of the year, with a focus on the future and the sustainability of the business as well as past performance. In addition to the portfolio companies, Vision 2024 will also see GPs receive an award to recognise the incredible support our members provide to their investee companies.

In this booklet, we profile the winners for Midlands & East, announced at the BVCA's Midlands Dinner on 19 June 2024 in Birmingham. The final national list will be announced at the Gala Dinner on 4 December 2024 in London. This list will consist of 15 companies, including four receiving a national award, representing different investment stages: early-stage, scale-up, medium and large.

Further information regarding Vision 2024 can be found on the [BVCA website](#).

The Judging Panel

Chair:



Jan Rutherford
Scottish Equity Partners

Judges:



Rhian Elston
Development Bank of Wales



Beth Houghton
Palatine



Matthew Jacobs
Livingbridge



Matt Legg
Bridgepoint



Sean Longsdale
Santander



Ewan MacKinnon
Maven Capital Partners



James Marshall
LDC



Mo Merali
Grant Thornton



Andrew Priest
Inflexion



Grant Thornton's private equity team provides a full range of services to support private equity and portfolio firms maximise their growth potential

Our integrated approach brings together bespoke teams of professionals from advisory, tax and assurance services providing support across the whole transaction lifecycle. Acting for Private Equity houses, portfolio and management teams our blend of sector, technical and international expertise alongside senior led delivery ensures our clients receive a premium service, driving value and optimising success.

Visit grantthornton.co.uk to find out more, or contact:

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Winners & Backers



altia.



North
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 Nottingham



6



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Altia

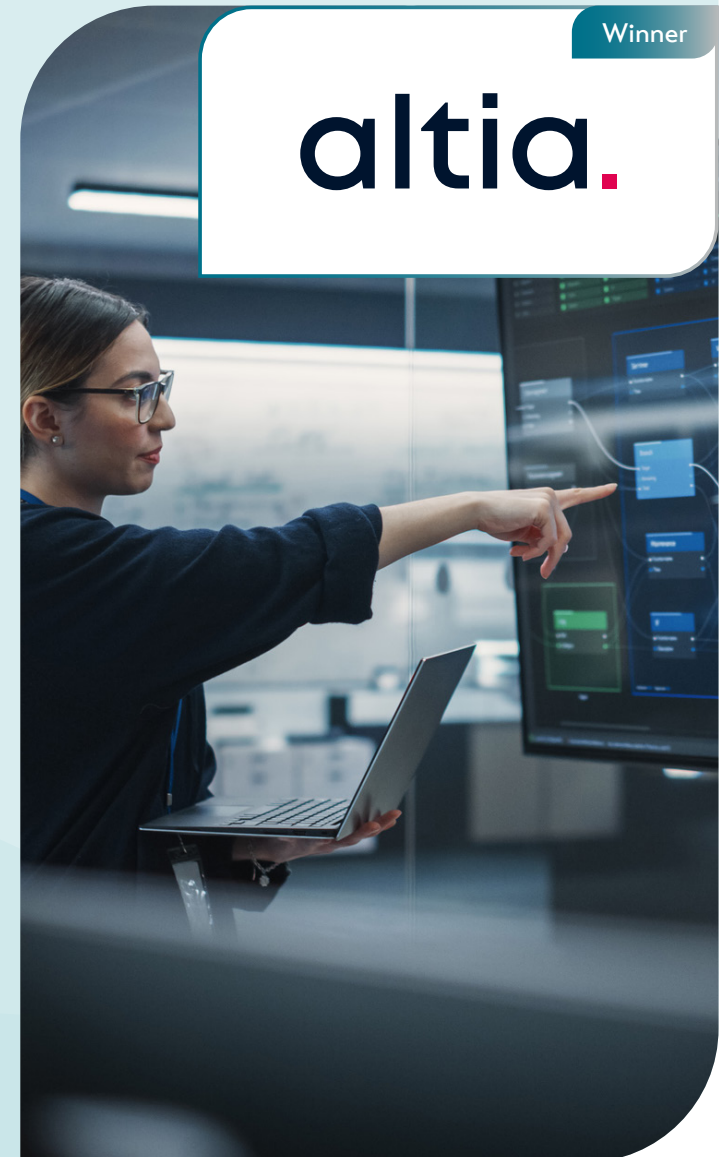
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 Nottingham

Altia, a Nottingham-based software company, has been a prominent player in the field of intelligence and investigation software for nearly three decades. Serving law enforcement agencies, government departments, and private sector businesses, Altia's tools enhance teamwork, streamline processes, and leverage data to deliver actionable insights. Trusted by over 340 businesses globally, including every law enforcement agency in the UK, Altia has established itself as a reliable partner in combating complex crimes. Recently, their collaboration with Microsoft has allowed them to offer their solutions as a managed service on Microsoft Azure, bringing advantages in security, scalability, and cost-efficiency.


Since NorthEdge Capital's investment in 2020, Altia has seen remarkable growth. Their UK revenue has surged by 48%, and their international revenue has doubled. The company received the Queen's Award for Enterprise in International Trade in 2021, reflecting their success in global markets. This growth has been driven by organic expansion in the UK and internationally, strategic acquisitions in the UK and Australia, and the development of complementary partnership networks.

Additionally, Altia has focused on creating more commercially valuable products and increasing cross-sell opportunities with existing customers. A clear Value Creation Plan with specific targets and timeframes has been central to tracking and achieving this growth, with significant contributions from an expanded management team.



Altia

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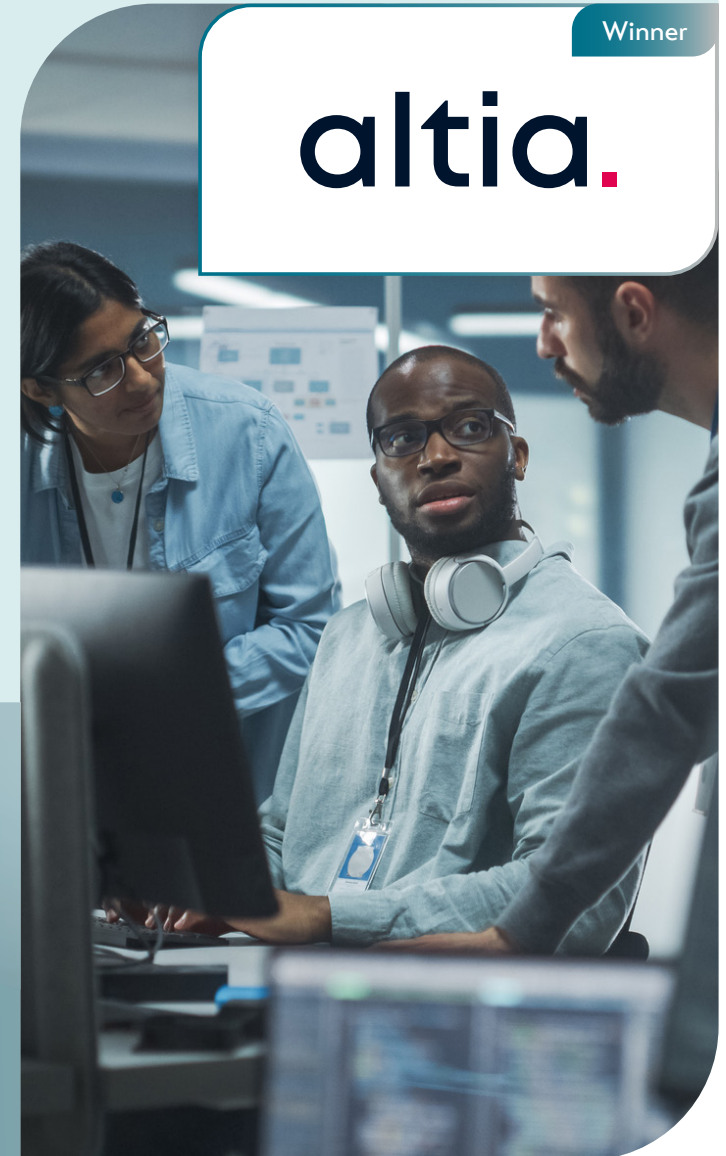
 Nottingham

Environmental, Social, and Governance (ESG) principles are deeply embedded in Altia's operations. The nature of their software inherently supports social impact and governance by aiding law enforcement, charitable organisations, and the public sector. Altia's commitment to ESG includes practical initiatives such as recycling, energy-efficient lighting, and a carbon reduction plan. They also prioritise diversity and inclusion, evidenced by their comprehensive training programmes, regular reporting on diversity metrics, and significant improvements in gender representation within the company. Altia's 2023 Great Place to Work Survey revealed high employee satisfaction with fairness and inclusivity.

Additionally, Altia's social responsibility extends to charity partnerships, providing their software at low or no cost to support initiatives like Locate International, a charity dedicated to resolving unsolved missing person cases. Through these efforts, Altia not only fosters a positive workplace culture but also contributes meaningfully to societal well-being.


Judges' comments:

The judges recognised Altia's outstanding account growth, competitiveness and innovation in the field of intelligence and investigation software. With the strategic investment from NorthEdge Capital, Altia has modernised its technology, expanded their product offerings and enhanced service delivery, resulting in a 48% increase in UK revenue. Altia's commitment to ESG principles is exemplified by their recycling initiatives, energy efficient practices and robust diversity and inclusion programmes.



Altia

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 **Rob Sinclair**
CEO of Altia said:

“On a personal level, leading the MBO in 2020 was incredibly exciting. The management team and I wholly believed in what Altia could and should be – and that only an MBO would enable us to grow Altia to have a meaningful societal impact by helping a wider range of organisations (including regulators and government bodies as well as law enforcement) make the world a safer place. But we knew we could only achieve this with the right investment.

“NorthEdge ticked all the boxes in terms of their values and the support they could offer to our small but rapidly growing and very ambitious team. They have supported us across all the areas we knew would make a difference. With their backing we’ve broadened our product range through M&A as well as in-house innovation; we’ve delivered a full technology transformation to make all our investigation products cloud native; and we’ve modernised our culture, creating an environment where our employees can thrive.

“It’s all about teamwork at the end of the day and we’ve felt incredibly proud to stand shoulder to shoulder with the NorthEdge team in what we’ve achieved in the last four years.”

 **Jon Pickering**
Partner and Chief Investment Officer of NorthEdge said:

“Altia’s intelligence and investigation solutions empower organisations to make the world a safer place. Since our initial investment, we have seen the business deliver strong organic growth, complete four strategic acquisitions, develop and launch a cloud native investigation platform, win a Queen’s Award for Enterprise for International Trade, and be certified as a Great Place to Work. We’re extremely proud to support a company that not only delivers strong top and bottom line growth, but also has a positive impact on its community and recognises the importance of its people in delivering sustainable growth.”

GP Profile

**North
Edge.**

About NorthEdge

NorthEdge Capital is a private equity firm headquartered in the North, managing over £900m of private equity funds aimed at lower-mid market buy-out and development capital transactions across Technology, Healthcare, Business Services and Specialised Industrials sectors with a key focus on shareholder value and supporting their people and portfolio through every stage.

[Find out more >](#)



Encore

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Encore, headquartered in Cambridge, is one of the UK's leading residential management specialists, providing professional and reliable services to developments across England. With a network of local offices in London, Cambridge, Nottingham, Berkshire, Peterborough, Manchester, and soon Bristol, Encore collaborates closely with Residents Management Companies, Right to Manage Companies, home builders, and Freehold clients. Managing over 68,000 units across 850 estates, and overseeing more than £100 million in assets, Encore prides itself on its commitment to delivering a high standard of service in an industry where quality management is often lacking.

Queen's Park Equity (QPE) recognised the potential of Encore to boost its capabilities through strategic acquisitions and invested in March 2021 to help accelerate Encore's growth and enhance its processes and systems. This partnership was founded on a cultural alignment and a shared vision for delivering best-in-class services. With QPE's support, Encore aimed to continue its journey of growth by expanding its footprint and enhancing its service offerings. This included the launch of proprietary tools like the Encore resident app, the introduction of BSF services to comply with new Building Safety Act regulations, and continued investment in The Encore Academy for staff training. These initiatives have significantly increased customer and employee satisfaction, fostering a market-leading reputation for quality.

Under QPE's guidance, Encore has achieved growth both organically and through mergers and acquisitions. Organically, Encore expanded its presence across England, investing in its business development team and marketing efforts to strengthen relationships with developers. The acquisition of PREIM and Knight Frank's residential property management division further bolstered Encore's capabilities, adding valuable expertise and resources to the team. These strategic moves enhanced Encore's service delivery and supported seamless growth without disrupting client services.


Winner

ENCORE



Encore

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Encore is committed to ESG principles, both internally and in managed developments. Internally, Encore conducts an annual B Corp Assessment to identify areas for improvement and tracks key performance indicators, including staff satisfaction, professional qualifications, gender pay equity, and paperless initiatives among residents. Externally, Encore adopts environmentally friendly practices across managed properties, including electronic communication, green energy, and recycling programmes. These efforts underscore Encore's dedication to sustainability and community impact.

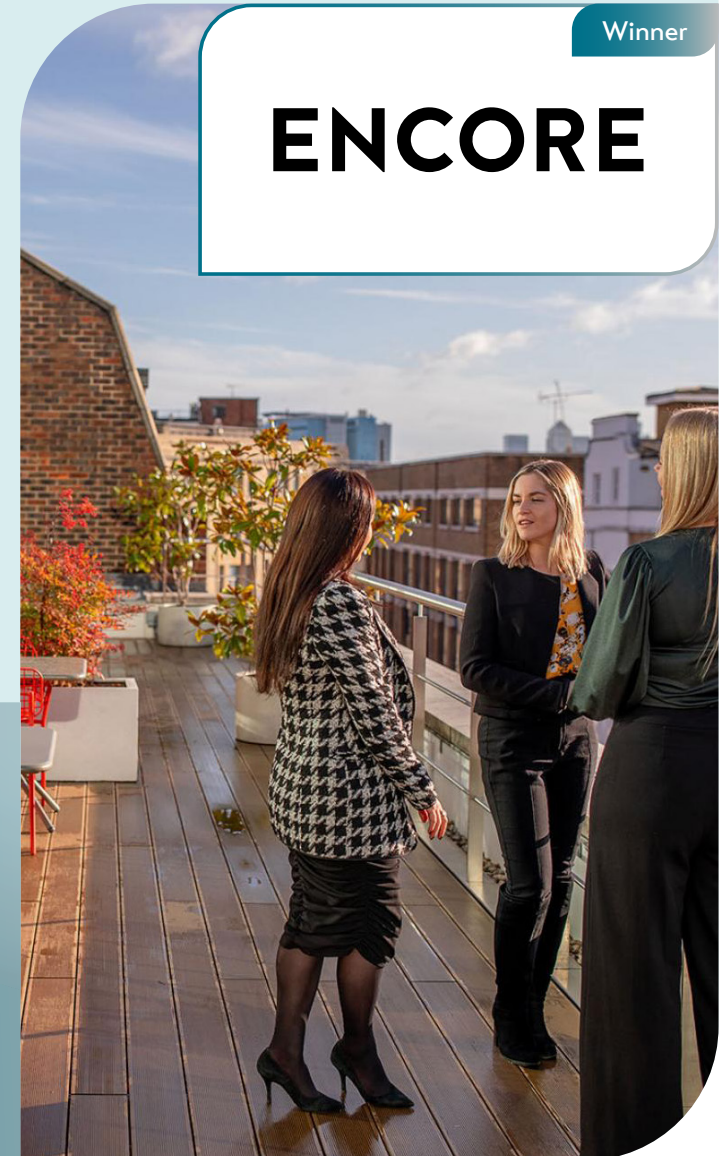
In an industry undergoing rapid professionalisation due to increased regulation and resident expectations, Encore stays ahead of the curve and ensures it's well-positioned for sustainable growth by continuously innovating, deploying new technology solutions and maintaining focus on service quality and staff training. Their commitment to adding value and fostering a professional environment earned recognition in the Sunday Times' Best Places to Work in 2024, reflecting its dedication to employees and clients.

Judges' comments:

The judges recognised Encore's unwavering commitment to ESG principles, including its annual B Corp assessments and eco-friendly practices in managed properties, highlighting their dedication to sustainability and community impact. Supported by the strategic investment from Queen's Park Equity, Encore has expanded its footprint across England, enhancing its service offerings and reinforcing its market-leading position.

Winner


ENCORE



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 **Joaquim Fillola**
CEO of Encore said:

"QPE has been instrumental in fostering a 41% CAGR since their investment. Our organic growth, complemented by strategic acquisitions, has significantly enhanced our presence in the prime and super-prime market in London (through acquiring the residential arm of Knight Frank) and in the large housing estates market (through acquiring Preim). We've expanded our coverage to the North West and South West, establishing Encore as a leading estate management service provider in England with a stellar professional reputation.

"QPE understood our sector and values from the outset, supporting and encouraging our technology roadmap, staff retention and development, and client satisfaction. Our focus for the future, supported by QPE, is on contributing to a Net Zero world and improving the impact of the built environment, through initiatives to drive energy efficiency and responsible consumption.

"We are immensely proud of this partnership and are excited about this journey."

 **Alison Price**
Investing at QPE said:

"Encore's ambitious and forward-thinking management team stood out to us and from Day 1 conveyed their highly professional, customer-centric, and innovative approach to RPM services. As the sector continues to evolve and become more complex with regulatory developments, Encore is well positioned to drive continued best-in-class quality standards. Since partnering in 2021, QPE has supported the business in several ways to accelerate growth, including augmentation of the senior leadership team, development of outbound BD strategy, customer and employee feedback initiatives, rollout of a tech roadmap to improve efficiencies and quality of service, geographic expansion, acquisition and integration strategy and professionalisation of the board including the Chair appointment of Steve Halbert."

GP Profile



About Queen's Park Equity

Queen's Park Equity (QPE), headquartered in London, provides capital and expertise to entrepreneurial businesses across the Education, Health & Pharma and Tech & Business Services sectors, with ambitions to accelerate growth. QPE strongly believes that creating a positive ESG impact is a necessary requirement for long-term value creation, with their overarching aim of creating stronger and profitable companies that generate sustainable returns for its investors.

[Find out more >](#)





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