

Vision 2025

Leaders Driving Growth

Wales & South West

Headline Sponsor



Grant Thornton

Supporting Sponsor



Santander

About Vision 2025

Vision 2025 celebrates the best teams of 2024 backed by private equity and venture capital, awarding portfolio companies and their investors.

These annual awards take into account growth, competitiveness, innovation, sustainability and the challenges of the year, with a focus on the future and the sustainability of the business as well as past performance.

This year, we introduced new award categories, recognising portfolio companies against the following categories: Early-stage, Scale-up, Medium, Large, Exit, and International Expansion.

In this booklet, we profile the winners for Wales & South West, announced at the BVCA's Wales & South West England Dinner on 19 June 2025 in Bristol. The national winners will be celebrated at the BVCA Gala on 3 December 2025 in London.

Further information regarding Vision 2025 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



Chris Kay
FPE Capital



Sean Longsdale
Santander



Ewan MacKinnon
Maven Capital Partners



Andrew Priest
Inflexion



Peter Terry
Grant Thornton



Kaja Wilmanska
Bridgepoint

We get private equity at Grant Thornton

Our team is here to support you with a wide range of services, helping you drive value creation and maximise growth for your firm.

We've got a unique way of doing things here. We bring together specialised teams from advisory, tax, and assurance services to support the entire private equity journey. Whether it's for private equity houses, portfolio, or management teams, our mix of sector knowledge, technical skills, and international expertise, all led by experienced professionals, ensures top-notch service for our clients, helping them drive value and achieve success.

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

Peter Terry

Head of Private Equity

T +44 (0)161 953 6350

E peter.terry@uk.gt.com

John Panteli

Partner, Transaction Advisory Services

T +44 (0)117 305 7680

E john.panteli@uk.gt.com



GRANTTHORNTON.CO.UK

© 2025 Grant Thornton UK Advisory & Tax LLP.

Grant Thornton UK Advisory & Tax LLP is a member firm of Grant Thornton International Ltd (GTIL).

GTIL and the member firms are not a worldwide partnership. Services are delivered by the member firms. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions. Please see grantthornton.co.uk for further details. DTSK-10155



Winners & Backers



Compass CHC

Supported by Omni Partners

Scale-Up Category

Barnstaple, Devon

6



Travel Chapter

Supported by ICG

Large Category

Bideford

8

**Business isn't just about who you know.
It's about who you don't.**

**The connections you need. It Starts Here.
Corporate & Commercial Banking**

Santander UK plc. Registered Office: 2 Triton Square, Regent's Place, London, NW1 3AN, United Kingdom. Registered Number 2294747. Registered in England and Wales. www.santander.co.uk. Telephone 0330 9 123 123. Calls may be recorded or monitored. Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Our Financial Services Register number is 106054. You can check this on the Financial Services Register by visiting the FCA's website www.fca.org.uk/register. Santander and the flame logo are registered trademarks.



Compass CHC

Supported by Omni Partners



Scale-Up Category

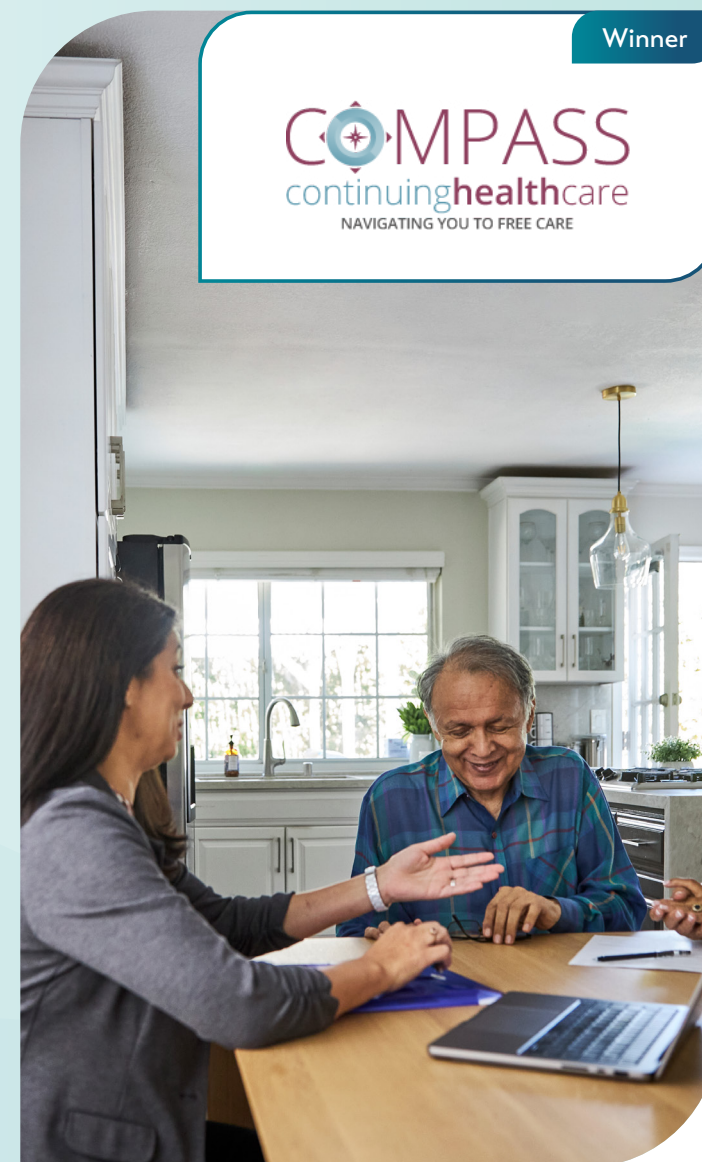


Barnstaple, Devon

Founded over a decade ago by Tim Davies, Compass CHC Limited was established to guide individuals and families through the often confusing and inconsistent NHS Continuing Healthcare (CHC) process. Sparked by personal experience, Compass has evolved into a mission-driven business, delivering specialist legal and clinical support to thousands of clients navigating long-term care funding challenges. Today, Compass employs over 70 dedicated professionals, including specialist lawyers, paralegals and clinicians, with a shared goal to secure access to life-changing healthcare funding for those in need.

Recognised as a clear market leader, Compass responded by scaling its operations and introducing innovations such as a pioneering B2B channel, aimed at supporting local authorities in identifying eligible CHC cases. Notably, in 2024, Compass achieved a record 108 Stage 1 cases in a single month and earned recognition with three Stevie® Awards, including Company of the Year and People's Choice. Financially, Compass delivered impressive results with 24% revenue growth and EBITDA margins of 50%, supported by a robust operational foundation and exceptional client service reflected in a 4.7/5 average TrustPilot rating.

In 2023, Compass partnered with private equity firm Omni Partners to support the business through the next phase of growth, recognising the company's potential but also the operational pressure it faced. Omni co-developed a value creation plan (VCP) centred around 3 pillars: get work, do work, get paid. The strategy focused on strengthening internal systems, improving case triage and CRM integration, automating workflows, and expanding the leadership team with key hires in finance, operations, and marketing. These enhancements led to significant time and cost savings, for instance, automating enquiries saved over £1,100 per month in postage and improved overall productivity and conversion metrics. With these measures in place, Compass is now positioned to process over 200 Stage 1 cases monthly, while targeting 49% revenue growth in 2025.



Compass CHC

Supported by Omni Partners

 Scale-Up Category

 Barnstaple, Devon

Alongside its commercial and operational successes, Compass has embedded strong environmental, social, and governance (ESG) principles. Its commitment to diversity is evident in a workforce that is over 75% female, with women also forming the majority of the senior leadership team. The company actively supports staff volunteerism, champions sustainability through energy-saving initiatives and remote assessments and recycles all office waste. Through its annual charity of the year programme, Compass supports causes aligned with its mission, such as the Alzheimer's Society and Dementia UK and matches staff fundraising efforts. It is also a key supporter of early career professionals, offering opportunities for legal graduates in a socially meaningful setting.

Judges' comments:

Compass stands as a rare combination of purpose-driven ethos, commercial discipline and social impact. With Omni's support, it is well-positioned to continue transforming the lives of care-seekers across the UK.

GP Profile



About Omni Partners

Omni invests in mission-led, fast-growing and profitable businesses that are looking for their first external capital. These are typically high-margin, UK-based companies that dominate their niche, are driven by culture-focused management teams and make at least £2m EBITDA.

[Find out more >](#)

Travel Chapter

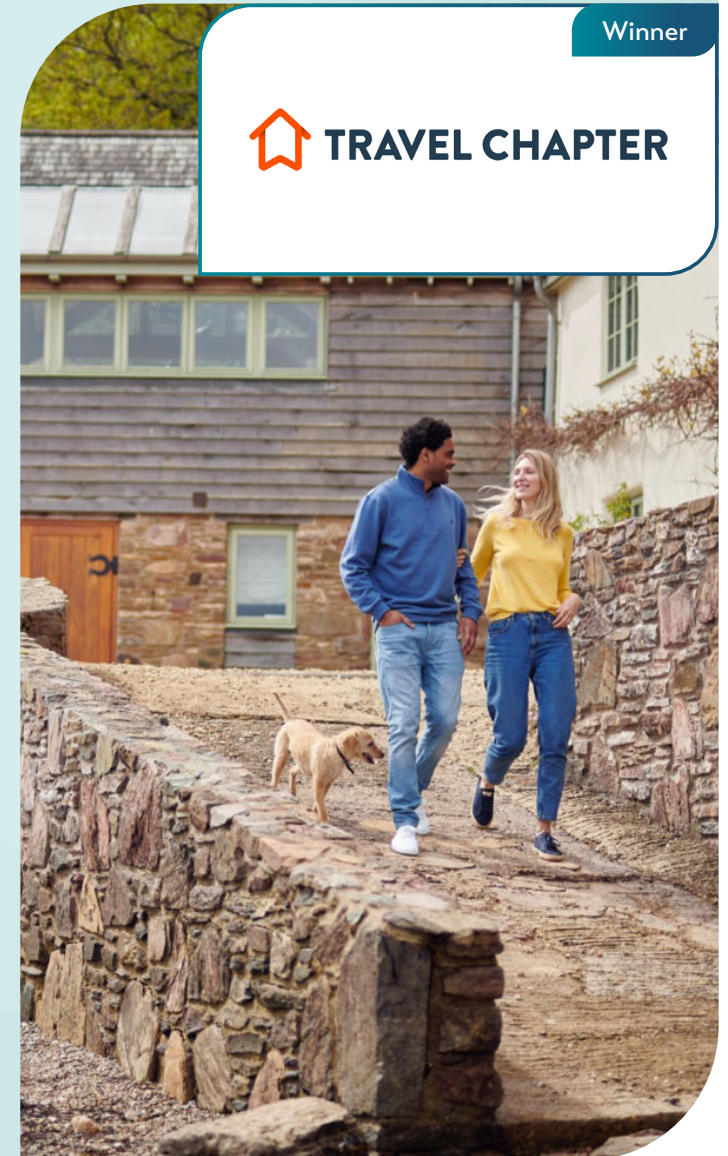
Supported by ICG

 Large Category

 Bideford

Travel Chapter has established itself as a leading UK-based technology-enabled marketplace for holiday rentals, offering a wide array of over 16,000 high-quality properties across the UK and Ireland. With roots tracing back to a family-run business in Devon, the company has evolved considerably, showcasing its listings through flagship websites such as holidaycottages.co.uk, which together draw over 50 million visits annually. Its success lies in a blend of operational excellence, customer focus, and a disciplined acquisition strategy, having completed over 30 bolt-on acquisitions to date.

In 2022, ICG made a strategic investment in Travel Chapter, drawn by its robust growth trajectory, resilient margins, and the strength of its leadership team. A key factor behind the investment was ICG's ability to support transformational M&A activity, a goal quickly realised with the landmark acquisition of The Original Cottage Company (TOCC), the largest privately owned operator in this space. Completed within six months of ICG's entry, this acquisition not only doubled the workforce but added over 6,000 properties to the portfolio, giving Travel Chapter critical scale and regional breadth. ICG's involvement also enabled technology integration, brand consolidation, and meaningful operational synergies that have propelled EBITDA margins to 38.4%, a sector-leading figure.



Travel Chapter

Supported by ICG

 Large Category

 Bideford

ICG's support has extended beyond capital. Their Value Enhancement Team has worked closely with Travel Chapter's management on a series of strategic initiatives, from refining the managed services model and standardising pricing to implementing dynamic pricing tools and exploring new lodging formats such as glamping. Furthermore, international expansion is now firmly on the agenda, alongside continued momentum in high-quality organic sign-ups and tuck-in acquisitions.

Sustainability and ESG are deeply embedded in Travel Chapter's ethos. As a certified B-Corp, the company upholds high standards in social and environmental accountability. It has partnered with the RSPB to restore over one million square metres of UK woodland and reduce market-based emissions by 28%, supported by investments in solar technology. Its DE&I efforts are also commendable, with strong female representation in executive leadership roles and near gender parity in the top earning quartile. The company is proactive in its recruitment practices, anonymising CVs and leveraging diversity-focused job platforms to broaden its talent pool.

Judges' comments:

Despite macroeconomic headwinds, Travel Chapter continues to outperform through a combination of high-quality service, investment in technology and a long-term stakeholder-led approach. With ongoing support from ICG, the business is well-positioned for the next chapter of growth.

GP Profile

ICG

About ICG

ICG is a global alternative asset manager with \$112bn in AUM and more than three decades of experience generating attractive returns. They operate from over 20 locations globally and invest clients' capital across Structured Capital, Private Equity Secondaries, Private Debt, Credit, and Real Assets.

[Find out more >](#)

British Private Equity & Venture Capital Association (BVCA)

3rd Floor, 48 Chancery Lane, London WC2A 1JF
+44 (0)20 7492 0400 / bvca@bvca.co.uk / www.bvca.co.uk

Find us on



Headline Sponsor



Grant Thornton

Supporting Sponsor



Santander