

BUSINESS INTELLIGENCE

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Pulsar Instruments - the Gold Standard for Noise Measurement

Yorkshire business celebrates 50 years in business

Since its inception as a wholly engineer-led concern in California in 1969, Pulsar Instruments has represented the gold standard for noise measurement. Based for the last 42 years in Yorkshire, the company sells their products to more than 50 countries and has forged relationships with some of the biggest brands in the industrial, entertainment, transport and construction industries. It has contributed significantly to the way noise, and in particular noise at work, is currently monitored, helping protect workers' hearing and improving the quality of their environment.

Pulsar is responsible for a number of world firsts and key innovations in the field of noise measurement, including being the first company to display the maximum sound exposure time allowed on a coloured scale, as well as the actual sound level – a revolutionary idea at the time, but now relied upon globally by Safety professionals and since replicated by all of their competitors. It also pioneered the use of integrated circuitry and was one of the first to meet IEC international standards for noise measurement.

"We are proud to be a UK company with a very strong global presence. The range of products we've developed in the last 50 years have all contributed to a change in the way noise at work is monitored," said Simon Rehill, General Manager of Pulsar Instruments.

"The fact that Pulsar Instruments is a manufacturing company with 50 years of successful history speaks for itself," continues Simon. "From the start, we worked closely with customers and listened to their needs. And, to this day, we have remained faithful to our original commitment to them to produce easy to use, durable and reliable instrumentation".

www.pulsarinstruments.com



Restaurant Director Deborah Spicer (centre) and some of the team at 1884 Wine & Tapas Bar

1884 Wine & Tapas Bar Demonstrates Corporate Clout

An award-winning restaurant is making its mark on the corporate events circuit after building on the success of a series of innovative breakfast events.

1884 Wine & Tapas Bar in Wellington Street West, next to Hull Marina, is attracting business groups and charities with its flexible approach to menus, formats and opening hours.

Deborah Spicer, Director of the restaurant, said: "For a long time there was a view that our restaurant was too small to host corporate events but we've tried a few things now and it's clear people like the idea of fine food and drink with relaxed presentations in more intimate surroundings."

The restaurant proved popular with business diners from the moment it opened as The Wilson in 2010. Its appeal increased following its transformation into the stylish 1884 Wine & Tapas Bar in 2015 and it built its profile further as a favourite venue for Hull's Monday Night Supper Club and then by hosting business breakfasts with speakers from HullBID, Hull FC and Hull Kingston Rovers.

During the first few months of 2019 the restaurant was chosen as the venue for the launch of the Viola Trawler campaign's branded gin and the Impact Appeal's drive to raise money for a new mental health in-patient unit for young people. In addition, it has hosted its own wine nights and another supper club visit, and it is even receiving enquiries for Sunday functions.

Deborah said: "We are one of the few places in the area that opens seven days a week and we came up with our two and three-course Asado Sunday menu to offer something a bit different.

"That's generating interest in the idea of laid-back Sunday afternoon events and the different menu format also works well for corporate groups who can fit in their presentation programme between courses."

Golfers in Drive to Support Daisy Appeal

New Chamber Member the Daisy Appeal was given a great start to its fund-raising year when the former captains from Hull Golf Club chipped in with a donation of nearly £25,000.

Mel Green, captain of the men's section during 2018, started planning his campaign months ahead of his year in the spotlight and raised a record amount from activities including golf tournaments and a gentlemen's dinner at the club.

He said: "As captain I wanted to support a local charity and I chose the Daisy Appeal. It's very popular in the area, very local to the golf club and their work is very important. We have a large and generous membership and they provided brilliant support."

Jan McAlpine, captain of the ladies' section during 2018, was able to contribute almost £3,000 towards the overall total from a programme of tournaments and raffles topped up by individual donations.

She said: "The club has 700 members but our section only has 64 and I was amazed by the amount raised from such a small group."

Professor Nick Stafford, Chair of the Daisy Appeal, is committed to raising Hull's national and international profile as a centre of excellence in medical research.

He thanked Hull Golf Club for its support and said the money will help the charity reach its target of £7.2 million to build and equip the Molecular Imaging Research Centre at Castle Hill Hospital.

The Daisy Appeal has already raised £12.5 million for a research centre, which opened in 2008, and the Jack Brignall PET-CT Scanning Centre, which opened in 2014.

The new unit will enable faster and more accurate diagnosis of three of the region's biggest killers – cancer, heart disease and dementia. All the facilities are used by patients from throughout the Humber region.

For more details please visit www.daisyappeal.org



Mel Green and Jan McAlpine with the cheque for nearly £25,000 for the Daisy Appeal.

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Rob Smallbone (left) and Matt McSherry

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Adrian Smith

Business Rates Expert Urges Rethink to Drive Regeneration

A business rates expert is calling for the introduction of a new rates relief to regenerate town and city centres.

Adrian Smith, founder of Adrian Smith Rating, advocates setting up a City Centre Regeneration Rate Relief with the aim of helping big-name stores, which in turn would benefit smaller businesses by attracting footfall.

He said: "If a city or town centre is not stimulated by having some of the larger stores it will affect the prosperity of the smaller businesses which need help to get footfall through their doors, and that's much more important than Small Business Rate Relief.

"More should be done to give substantial rate relief to big names to encourage them to come in, bringing jobs and footfall and having a knock-on effect, which will benefit small independent traders."

Adrian cited figures which showed the rates of an online sales warehouse in the Humber region being charged at less than 75 per cent of the amount for a major department store in

Hull and at less than 50 per cent of the figure for a store in Grimsby.

He said: "The out-of-town warehouses also save money in other ways by having fewer sales staff and by not needing the wide range of facilities required in a city centre property.

"How do city centre businesses compete? With Small Business Rate Relief applied to a rateable value of £12,000 a business would save £480 per month, but if a big store nearby closes it will cost more than that in lost footfall.

"A better idea would be to launch a City Centre Regeneration Rate Relief of around 50 per cent for shops, bars, restaurants and offices because they are all essential to a vibrant city centre business community.

"It would be a positive and productive way to help large and small city centre businesses and it could be paid for by introducing meaningful taxes for online businesses."



L-R Phil Jones, Lord Lamont, Kathy Fillingham & Ian Kelly

Former Chancellor Lord Lamont Reassures Humber Businesses Over Brexit

Former Chancellor of the Exchequer and leading Brexiteer Lord Norman Lamont reassured Humber business leaders about the likely implications of Brexit during a private dinner held at Healing Manor.

"Businesses in the Humber have little to fear from Brexit," he told invited guests during a revealing evening in which he reminisced about his teenage years growing up in Grimsby living next door to trawler owners, his time at Cambridge University and his rise to power in Government, working with John Major and Margaret Thatcher.

Lord Lamont is an ardent Grimsby Town fan, and the team's results are the first thing he looks at on a Saturday afternoon, he revealed. The veteran politician also recalled giving his local paper the scoop on his resignation from John Major's Government in May, 1993 when his mum phoned the newsroom to break the news. He was presented with a framed copy of the front page, which led to the paper winning a national Scoop of the Year award.

Lord Lamont was also the guest of honour at the Chamber's Annual General Meeting which saw Kathy Fillingham of myenergi take over as Chamber President from Sally Booker, with Phil Jones of Link Agency becoming the new Vice President.

Lord Lamont now sits on the Grimsby Town Regeneration Partnership board, at the request of another famous son, David Ross, of Carphone Warehouse fame, which is seeing the

area become a pilot for a new way of working with Government on regeneration. Lord Lamont highlighted the many positive things happening in the region – the development of offshore wind and ports and the chemical industry on the Humber Bank.

Lord Lamont said: "I was very interested to be invited onto the Partnership Board, there's only a limited amount I can do, but David thought I could be a pressure point in Whitehall, and I do that. It is an interesting combination of public and private organisations, and when I've been in meetings with Greg Clark (Secretary of State for Business, Energy and Industrial Strategy), I can see he is very keen on the concept and sees it as something of a model for other towns with similar problems.

Lord Lamont said he believed Brexit would offer "lots of opportunities" for the town. "Grimsby is a port. Trade will continue to flow in both directions and I don't believe Brexit for one minute is going to be a disaster. There are lots of opportunities out there. I think probably in 10 years' time people will even forget we were even members of the European Union.

"Different governments will have different viewpoints," he said of the 27 European states. "One shouldn't believe the bland

statements always made on television about how no movement on the Irish backstop is possible. I think there is a willingness to with individual governments, or the more important governments, be it Germany, Holland and Ireland. We may be moving to the beginning of the end of this."

Sensing a weariness from the public, he said: "I think an area like this will have great opportunities outside of the EU. There is no reason why our trade with the EU won't continue on the same level. I think it will continue tariff free. Paperwork will be a little bit different, but it won't be insurmountable. There may be extra costs but it won't lead to a sharp fall off. We will have European opportunity and opportunity with other parts of the world.

"There will be more flexibility on state aid, on things like regional development and industrial strategy, which could be very important for a place like this, looking at enterprise zones and free ports. These are the things government will have much more freedom to initiate without interference from Brussels.

"We have every opportunity for Grimsby to build itself the future it deserves."

Ignore existing and new employment law at your



By Katie Davies *Partner in the Employment team at Wilkin Chapman solicitors*

Happy and motivated staff, be it employees, workers or self-employed, are the 'Holy Grail' that any boss seeks.

While an organisation can invest in all the new technology and machinery it requires, unless those responsible for its operation are pulling in the same direction, then a business will never maximise its success. It is the same from the shop floor up to senior management level. Employees are the most valuable asset in any business.

With the above in mind, those in charge should, and must be one-step ahead when it comes to workplace

relations, fair treatment for all and an ability to attract the right calibre of employees.

A good employer will understand the balance between fairness for all and the structures and practices that must be implemented to run a successful business.

However, even the fairest managers will come unstuck if they implement changes or act without regard to the law. With the fee now abolished for people to lodge Employment Tribunal claims, an increasing number of firms are becoming embroiled in unnecessary, expensive and lengthy Employment Tribunal claims. Figures released by ACAS reveal that since the removal of the fees in July 2017, and last year, a 28 per cent increase in total tribunal notifications was recorded.

In 2018, the UK saw a plethora of new case law and legislation - one of the most notable being the gig economy and self-employee workers' rights. With two landmark cases, one involving a plumber (Pimlico) and the other being the army of Uber drivers, ruling that the individuals were actually 'workers' with additional rights, employers should be more mindful than ever of the need to clearly distinguish those true 'self-employed' individuals.

Meanwhile, this year and beyond will see the implementation of the Government-commissioned Taylor Review, which will see further clarity on the protection for workers, with those coming through agencies and on zero hours contracts being a focus.

W ur peril



Carried out independently, the review centres upon 'working practices in the modern economy' and makes seven suggestions under the main headings of Good Work for All, the National Living Wage, Dependent Contractors, the Cost of Employment, Good Corporate Governance, Developing Skills and A Healthy Workforce. In essence the recommendations centre on giving additional rights for workers and providing clarity on status issues.

Brexit will also see changes, with Parliament committed to aligning new legislation with present EU regulations - allaying fears among some that the UK will take a backward step in relation to employment rights when it exits Europe.

While some employers may see themselves constantly embroiled in employment and HR issues, it is an area of evolving law that no-one can afford to ignore. Even if a company is proved right in any case that comes their way, court claims are best avoided and taking sound advice from the outset will limit any risk of such.



For further information, please contact **Katie Davies** on **01472 253917**, email **katie.davies@wilkinchapman.co.uk** or visit **wilkinchapman.co.uk**



Agrimin Announces Team Expansion at Lincolnshire Head Office

A WORLD leader in bolus technology and trace elements has confirmed growth to its sales team in the UK.

Agrimin, which has its head office in Kirmington, North Lincolnshire, has appointed Thomas Wells as Sales Support Manager.

A graduate from Harper Adams University College, and previously employed at the Agriculture and Horticulture Development Board, 29-year-old Tom grew up on his family's mixed farm in Lincolnshire, before spending six years working there full-time.

He has his own sheep flock of 120 sheep, predominantly of North Country Mule and Suffolk breed.

Tom's extended family also have pedigree Hereford and British Blue cattle. Together with Tom and his wife, they are one of the first breeders in the UK of Dutch Spotted Sheep.

Tom, a former NFU branch chairman, and past winner of the NFYFC Senior Member of the Year, will be supporting the sales team with events, developing campaigns, researching sector prospects and taking an active role in technical and product information enquiries.

He said: "I am delighted to be joining Agrimin at a really exciting time in the company's growth.

"As a business, we have become globally recognised for our bolus technology and have a

rapidly growing customer base throughout both the UK and the rest of the world.

"To be part of such an innovative firm is really exciting and I am looking forward to supporting the sales team as we move forward with some of our great plans for the year ahead."

Mark Armstrong, sales and marketing director for the company, added: "We are really pleased to be welcoming Tom to the firm.

"As a business, we're really committed to providing the highest level of support and advice to our customers, so having a superb team with relevant experience and skill is absolutely crucial.

"Tom will be a fabulous asset to Agrimin at a time of great business activity in the UK and overseas."

Established in 1978, Agrimin has 40 years' experience in developing, manufacturing and marketing sustained release mineral, trace element and vitamin bolus technologies.

It has gained a reputation for delivering technically advanced products to its customer network, which now extends to over 30 countries worldwide.

College Welcomes New Executive Director

East Riding College welcomes Neil Waterhouse as its new executive director for commercial and finance.

Neil joined the College following 30 years working within the banking sector in various senior commercial and business management roles. Neil was a governor of the College for over five years, which included a period as one of the Vice Chairs of the Board of the Corporation and as Chair of the Audit Committee.

Mike Welsh, who joined as Principal and Chief Executive of the College in January 2018 said, "We're delighted to have Neil join our executive team. Neil knows the College well and is very well connected within the regional business community. I am sure he will bring another fresh perspective to the team and help us embrace the many opportunities that will present themselves over the coming years."

Neil said, "It's a challenging time in further education at the moment, and therefore an exciting time to join the College. I am well aware of the changes that have taken place in the sector in recent years, and as a former governor of the College, I am delighted to be joining what I know to be a very well-run organisation and a dynamic leadership team. We have great ambitions for the College and its students, and I look forward to helping to deliver outstanding learning experiences to our students, in the best facilities possible, and continuing to accomplish our mission, to be a leader in the economic and social development of the region."



Neil Waterhouse & Mike Welsh

Spring into an R&D Tax Relief Claim

It's April, lambs are in the field, the snowdrops are drooping, the primroses are in full bloom the daffodils are here and the tulips aren't a million miles behind, we've had the mildest February since anyone can remember; congratulations you've made it through the Winter.

The days are now getting longer, so, whether you're an early bird or a night owl, it's not dark when you wake up and dark when you leave the office.

What happened to the first quarter of the year, where did it go? Everyone is now really looking forward to the year ahead, whether that be with a sense of trepidation or excitement, we're still looking forward, because Winter is well and truly behind us! Tell that to the Marketing Executive who phoned me on 4th March to tell me Storm Freya had dumped a load of snow over Ireland on that Sunday evening and she was stranded in Dublin, no wonder she was leaving to take an amazing job in California.

It was my birthday on 2nd March and for some reason it often seems that Winter does have a sting in the tail at the start of March, last year it was the Beast from East that was causing all sorts of havoc around my birthday.

March is also one of the busiest times of the year for a Research & Development Tax Relief Expert and to that point an HMRC Inspector at an R&D tax Relief hub office. The main reason for this busy period is because March is the end of the financial year, so many companies choose to align their company year-end with that in mind, so it is often a little hectic making sure those claims for March 2017 year ends have been filed.

Because it is so busy both for us and HMRC, we have noticed that it can take them up to twice as long to process a claim, as their normal turnaround time of around 4-6 weeks. If you think you have a claim, it certainly makes it a much better idea to get things moving during the quietest periods of the year which are generally around May to September.

It also represents the start of exhibition season for us, we had a local event in March and then our Director Simon Bulteel will be speaking at a couple of events that we are also exhibiting at. Firstly, on 1st May at 10.15 he'll be the opening speaker on the 'How To Theatre' at Accountex at Excel London, with his talk on the 'A to Z of R&D Tax Relief'. We can let you into a little secret, 'A if for Anyone'. He'll also be speaking at The Business Show a fortnight later, also at Excel London. Keep watching our social media to find out where and when.

After Accountex and The Business Show, we're hoping to be at Chamber Expo 2019 on 5th and 6th June, we'll also be at Let's Do Business Exhibition at the AMEX Stadium on 13th June.



We thought we'd give you a brief glimpse of the jobs we've been working on through March. These might get you thinking that you were missing out, and if your business has an April 2017 year end, where you might have performed some R&D, it gives you a little time to try and get us involved, as the deadline to file a claim is the end of April 2019.

We worked with an International software developer who had been developing solutions both for themselves and for their clients. Some of their client work was on a fixed fee basis so should be eligible to claim for under the SME scheme. Their own internal R&D and some of their development work had been subcontracted to them by large and International businesses, for which we should be able to claim Research and Development Expenditure Credit.

We also finished a claim for a company that specialises in designing, manufacturing and installing bespoke Industrial Dryers and Roasters, predominantly for the food industry. On the subject of the food industry, we also finished a claim for a personalised Nutrition-based app.

We've also just been to meet a company that is developing solutions for the Audio/Video Industry, they have a very formalised R&D process and are great example of innovation in their field.

We are also finished a claim for one of our original clients, a company that specialises in the design and manufacture of electric motorbikes. They've also recently been through a Knowledge Transfer Partnership with a local University, which certainly adds both value and credence to their claim.

We were also working on a claim for a company that designs and installs Building Management Systems.

Finally, we sorted out a claim for a Precision Engineering firm who take their clients' designs and find a way to manufacture the end product, often through resolving a number of different technical and scientific challenges. Their R&D lies in determining the manufacturing process. Generally companies like theirs absorb the cost of the R&D and only generate any fees on the units that they are able to sell. This makes them eligible to claim under the most rewarding SME Scheme.

That's just a quick taster of some of the work we've been doing. It's amazing the breadth of R&D happening in businesses across the country, oftentimes it is work being performed without the realisation of the potential tax benefits available to the business. If you've got similar activities happening in your business why not give Simon a call on **01424 225345** or book an appointment at **www.calendly.com/Simon-Bulteel** to find out in 15 minutes whether you might be able to claim.

When the Chamber Reached for the Skies for War Effort

AN unusual Australian flag and a plaque which recounts how the Chamber of Commerce donated an aeroplane called City of Hull to Australia in 1918, has hung on the wall in the Chief Executive's office for many years, but the history of the event has largely been forgotten.

Until March this year, that is, when a chap called Bill Beattie walked into the office unannounced with a brass mascot which was presented with the aircraft in May 1918. The mascot says 'Heaven's light our Guide' and 'Advance Australia' and features an image of a kangaroo in the centre and the words 'Imperial Air Fleet', along with the date 25th May 1918.

Bill also brought a fascinating Pathe News Reel to our attention – which prompted a search through the archives to find out more about the aircraft – and what happened to it.

The biplane was a Sopwith Camel which cost £2,100 and was built at the Clayton and Shuttleworth factory in Lincoln. It was presented by the Chamber under the auspices of the Imperial Air Fleet, which, in 1918, was encouraging countries in the United Kingdom's far-flung Empire to develop their own air power. The Royal Air Force had only been created weeks previously, in April 1918.

The Chamber has discovered that the hand-over ceremony, which included a fly-past by other aircraft, was held on the Grammar School Playing Field, and the archive footage shows Hull's great and good out in force, dressed in their Sunday best.

The historic footage features numerous key Chamber Members of the time, including the President GH Loveridge, the Vice President, TW Allen, and the Secretary, or Chief Executive today, Mr Alfred Whitehead, along with former president the Rt Hon Thomas R Ferens, after whom Hull's



The actual Sopwith Camel aircraft which was presented by the Chamber in 1918.

Ferensway and Ferens Art Gallery are named. Hull's Lord and Lady Mayoress Coun and Mrs Hubert Johnson and Australian MP JC Manifold representing the Australian government were also in attendance.

It shows the aircraft being 'Christened', by Mrs Loveridge, and Mrs JC Manifold holding the brass mascot against the aircraft. Other members of the Chamber Board, including Sir Henry Samman, also feature. You can also see the flag which now hangs in Dr Kelly's office being presented in a wooden box, before being displayed to the crowd.

The big day also included a military guard of honour by the East Yorkshire Regiment and featured Lord Desborough, Chair of the Air Fleet Committee.

Sadly, the Chamber's aeroplane never made it to the Southern hemisphere. The Sopwith Camel was assigned to 210 Squadron RAF (formerly 10 Sqn RNAS) on the Western Front. Flown by a Canadian pilot, 2nd Lt WS Jenkins DFC, it crashed into the North Sea in fog while on an 'offensive patrol' off the coast of Belgium. Fortunately Jenkins was fished out of the sea by a paddle steamer and went on to become a fighter ace claiming 12 'victories'.

The plane was replaced with another Sopwith Camel, this time built at the Ruston Proctor Factory in Lincoln a few months later. It served with 65 Squadron and was flown by Capt MA

Newnham who was another wartime fighter ace.

Also present that day was one of Australia's most senior flying officers, Lt Col WO Watt who commanded the First Wing of the Australian Flying Corp, and was therefore in charge of training Australian pilots in the UK. A decorated pilot himself, and having previously fought with the French Foreign Legion before transferring to the Australian forces in 1916, he had distinguished himself during the disastrous Gallipoli campaign and also over France. He thanked the Chamber for its gift of an aeroplane and raised a toast of the 'Hull Incorporated Chamber of Commerce and Shipping'.

And there is another intriguing possibility... the archive footage shows several young Hull women enjoying the big event. It is just possible that the Chamber's Sopwith Camel could have helped to inspire a certain 15-year-old Hull lass to follow her dream of reaching for the skies. Was Amy Johnson among the crowd that day? She could well have been!

If you can shed any more light on the Chamber's aeroplane and its history, do please get in touch. Write to David Marritt at

d.marritt@hull-humber-chamber.co.uk

PLEASE NOTE – VIDEO CLIP IS SUBJECT TO PATHE NEWS COPYRIGHT. The British Pathe Newsreel video of the presentation of the biplane can be viewed here: www.britishpathe.com/video/present-of-aeroplanes



A close-up of the mascot which was presented with the biplane.

Businesses Help Homeless Men Take Next Step into Work

An event organised by East Yorkshire clinical hypnotherapist Sheila Granger to help a group of homeless men get ready to step back into the world of work is paying dividends.

Renowned hypnotherapist Sheila collaborated with Hull-based charity Emmaus and local businesspeople to hold a workshop at Cave Castle to help prepare a group of 10 formerly homeless men for the next stage of their journey into employment.

As a result, three local businesses – Elliott Hygiene, Roach Engineering and Mr Homebake – have offered work placements and it is hoped other businesses will also come forward to give the men vital work experience.

Sheila said: "The day was a huge success. The guys enjoyed a makeover with a haircut, new clothes and a photoshoot. They received advice on CVs, job applications and interviews, I gave a session on how to access their confidence and self-belief, and they heard an inspiring talk from local businessman Jason Kay, who was once homeless."



Finding work is a challenge for many people, especially those who are or who have recently been homeless and Jason, co-director of The Marketplace based in Barton, knows all about this struggle. "I wanted to share my experience

to help show others that being positive and working hard whatever your circumstances, will pay off," he said.

The charity Emmaus supports formerly homeless people by giving them a home, work in a social enterprise and an opportunity to get back on their feet again.

Emmaus operations manager Alex Slater said: "I'd like to say a big thanks to Sheila for organising the event. Everybody involved really enjoyed the day, and we are overwhelmed by the support we are receiving from the business community."

Any businesses that would be willing to offer work experience are asked to contact training and development leader Kelly Meacock at Emmaus by emailing kellylouse@emmaushull.org.uk or ringing **07539 029298**.

Lincolnshire Pet Food Manufacturer Flying High with HSBC UK Support

Harvest Pet Products, a Lincolnshire producer of pet food, has expanded its manufacturing capabilities after securing a seven-figure finance deal with HSBC UK.

The firm, which specialises in wild animal food and seed, has used the funding to invest in a new, specialist facility for manufacturing fat ball bird food within the UK. Fat balls, a favourite food of wild birds, have traditionally been imported as a high-cost item from Europe. However, importation costs of bird food to the UK has significantly reduced due to changes in the international marketplace. The weakened pound has created a 'gap in the market' for the business to purchase fat ball bird food at a reduced rate.

Since bolstering its manufacturing capabilities, the business has increased its turnover by £2.5 million after winning new contracts with high-profile retailers, including Tesco and Poundland. After its recent success, the business hopes to increase its turnover by 50% over the next 12 months. Harvest Pet Products has created 15 new jobs since opening the new manufacturing plant and expects to generate another 15 new roles.

Angela Phillips, Finance Director, Harvest Pet Products, said:

"Harvest Pet Products has enjoyed four years of successful growth and is ready to push on to the next phase of the business cycle. With the weakened pound making the importation of fat balls from Europe less expensive, we have increased our manufacturing capability of this product to meet rising demand. This move is part of an on-going expansion strategy, which will see us target new market places and territories. We are working very closely with Ian Green, our Relationship Manager at HSBC UK, to push forward with these plans."

Paul Armstrong, Area Director for Business Banking in Lincolnshire, HSBC UK, said:

"Harvest Pet Products is a great example of a local business which has lots of drive to succeed and create opportunity within the region. Our Business Banking specialists are committed to helping British businesses like this one realise their ambitions and we look forward to continuing our long-term relationship with the company as it continues to grow into new markets."



From left to right – Ian Green, Relationship Manager, HSBC UK – Matthew Bryant, Operations Director, Harvest Pet Products – Angela Phillips, Finance Director, Harvest Pet Products – Jon Bryant, Managing Director, Harvest Pet Products

Phase Two of Lincoln Science & Innovation Park Launched

Lincoln Science & Innovation Park has become a world-class hub for research-intensive science and tech businesses since it was founded in 2012 by the University of Lincoln and the Lincolnshire Co-op.

Now, Phase Two of the Park's development aims to continue this success by creating an environment to engage larger and expanding businesses.

More than £25m has already been invested in the regeneration of the landscaped city centre site which offers over 12,000m² of renovated and purpose-built space to its tenants. The Park is looking to double in size now Phase Two has outline planning consent for another 12,000 m² of new development.

Plots for bespoke buildings for sole occupancy to medium and large knowledge-intensive businesses have been released. They are set within six landscaped acres of the current Park and will benefit from access to its facilities and services which include a café, conference rooms, high-speed resilient broadband and a data centre.

Many companies have moved to the Park to be co-located with the University of Lincoln's Schools of Pharmacy, Chemistry and Life



Sciences at Joseph Banks Laboratories and to have access to academic and technical expertise, research facilities and students and graduates for internships and employment.

Another attraction for businesses moving to the Park is its proximity to industry and transport networks. Lincolnshire's engineering and

Humber's chemical clusters and more than a dozen RAF bases with their attendant high-tech supply chains are in easy reach. It is also within a mile of the A46 and within walking distance of the City's Transport Hub, High Street and Brayford waterfront.



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- Team building and corporate days with great tasting food / beverages and service that will not be beaten!
- Activities include Footgolf / Pirate Adventure Golf / Toptracer Driving Range / indoor games

The Venue with the View



Welcome to HALLMARK HOTEL HULL

To really appreciate Hull and get the best view of its most iconic landmark and one of the world's longest single-span suspension bridges; the Grade I Humber Bridge, there really is only one place in the city to stay; winner of Remarkable Hotel of the Year at the East Yorkshire Tourism awards; the beautiful, four-star **Hallmark Hotel Hull**.

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- Bespoke training rooms available.
- Five meeting rooms with capacity for up to 200 delegates.
- Extensive grounds for Team Building for up to 500 delegates.



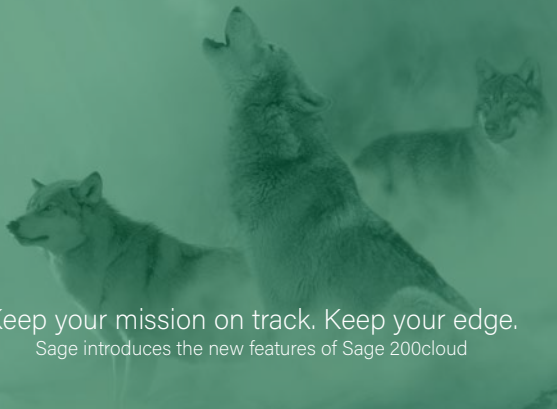


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Quickline Partners with Historic Selby Abbey to Bring Superfast Broadband to Thousands

Hessle-based wireless internet provider Quickline has installed a new mast on top of historic Selby Abbey, providing access to superfast broadband to thousands of homes and businesses in Selby.

Local people who have struggled with poor connectivity in the past could soon see speeds of up to 50 megabits per second (Mbps). Visitors, too, will have access to wi-fi inside the Grade I listed landmark.

Quickline is thrilled at the new partnership with the Abbey.

Hayley Silvester, Head of Sales for Quickline, said:

"Our technology is wireless which allows us to provide super fast broadband to rural areas that are usually ignored by traditional telecoms because they are not commercially viable for them. This new mast on top of Selby Abbey gives us a fantastic opportunity to share this technology with homes and businesses within a ten-mile radius.

"As long as we have a line of sight we can deliver high-speed internet access to people

who have barely been able to stream live TV or download any programme, music, file or image. It will make a huge difference. Our partnership with the diocese also means churchgoers will have wi-fi connectivity before and after services and during parish social activities."

Vicar of Selby Abbey, the Reverend Canon John Weetman, said:

"Selby Abbey was the first monastery to be founded in the North after the Norman Conquest and one of the few in England to have survived as a parish church. It has stood the test of time and we have always played an integral role in the local area. Now in our 950th year, this partnership with Quickline is another example of how we embrace new ways of working. It will benefit everyone in and around Selby and we are delighted to be part of the new digital age."



Solving the Humber Industry Skills Gap - Your Opinion Counts!

Expert industry management consultancy, the iNNiTi effect, is asking Humber-based businesses to share their organisational skills requirements and challenges.

According to a recent report produced by the Office for National Statistics, the Yorkshire and Humber region is the second least productive in England, and the iNNiTi effect is passionate about working with local industry to redress the balance.

Director Alexandra Poole said: "through my discussions with Humber-based businesses, one theme keeps recurring; attracting and retaining the right talent remains a key challenge and one of the biggest hurdles to increasing productivity. Whilst we're on track to receive significant investment in the area's industry, transport links and housing, more needs to be done to address the skills gap and ensure that the existing workforce have the tools and techniques they need to achieve sustainable improvement.

"People are our biggest asset, and they need coaching and training to develop the right skills

and capabilities. However many companies do not have the internal resources to develop their staff in a way that mobilises them to implement sustainable change.

Productivity is not purely a manufacturing problem - I would encourage Humber businesses of all types to take part in the iNNiTi effect's survey, so your organisational challenges in this area can be further understood. The findings will be used to shape our bespoke coaching and training solutions, to enable us to work together in partnership to address the productivity gap and bring further growth to the region."

Win a FREE one-hour coaching session to discuss your key organisational challenges by completing a two-minute survey. Simply visit www.theinnitiefect.co.uk/skills-survey before 30th April 2019 to take part.





Executive Chef at Pepperells Solicitors, in Thyme, the restaurant at the firm's Hull office.

Michelin Star-Trained Chef Called to the Lunch Bar by Progressive Law Firm

A chef who has shone in Michelin Star restaurants around the world is spearheading a healthy eating drive by a law firm working to promote the wellbeing of its staff.

As Executive Chef at Pepperells, Amy Heward runs Thyme, the staff restaurant which has opened at the firm's offices in Hull and which supplies tasty and wholesome dishes to the offices in Grimsby, Lincoln and Scunthorpe.

Amy's passion for food was ignited as an eager apprentice at Hull College. Her culinary journey included two years at the acclaimed Winteringham Fields, followed by spells at Michelin Star restaurants in Bray, London and Lyon and a series of appointments at top Australian restaurants which held two coveted Chef's Hat symbols.

Along the way Amy got to know Ben Pepperell, Chief Executive of the law firm, and

he asked her to run the new venture at a time when she was looking to diversify.

Amy had set up a property investment business and the approach from Ben enabled her to retain her culinary skills. The staff who frequent Thyme are not tucking into the extravagant delights served up by Amy at The Waterside Inn, Bray, Gordon Ramsay at Claridges or the Restaurant Tetedoie in Lyon but they do enjoy private dining with top quality ingredients expertly prepared.

Amy said: "Ben wanted to do more for the staff, including giving them a chance to eat healthy food. Every day we do a soup, hot sandwich, salads, cold sandwiches and

a main meal, maybe pasta or risotto. It's interesting and different – for the first time all my customers are from one industry!"

Ben said: "Our mission is 'Pepperells, your partner for life' and it applies externally and internally. Employees are an asset. We recognise how hard our teams work and as part of our health and well-being programme we launched Pepperells' Perks which includes Thyme, our free staff restaurant and lounge hosted by Amy."

The Road Haulage Association is Celebrating its 75th Anniversary this Year

We offer specialist services to members who today, operate tens of thousands of trucks between them, campaign on their behalf and promote the industry. We represent members' views, offer tailored advice and develop haulage-specific business services.

The RHA want to ensure that policy makers understand the vital role the road haulage industry plays in the economy, whilst ensuring our members are compliant with current legislation. We do this through our many services including our helpdesk, audit service, contracts of employment and our industry standard 'Conditions of Carriage'.

We have successfully lobbied for a freeze on fuel duty through FairFuelUK and continue to press for fair payment throughout the supply



chain. We continue to argue for alternatives to charging in clean air zones along with full time representation on all things Brexit.

The RHA have offices across the country and make sure our members' voices are heard in Westminster, Holyrood, Cardiff, Stormont and Brussels.

My name is Phil Snowden and I am the RHA's UK membership director. If I, or any of the team at the RHA, can help you with any questions about our industry or our membership benefits, please contact us on **01733 261131**.

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Fuelcard



£5.7M Stagecoach Investment Set to Tackle Congestion and See Greener Buses on the Road

Stagecoach has invested over £5.7m in the delivery of 31 new luxury vehicles that will hit the streets of Hull in the summer of 2019.

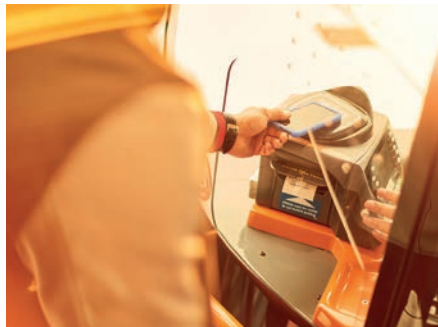
Hull, a thriving city that continues to flourish after its City of Culture 2017 status, with a plethora of leisure and social activities, well-connected businesses and, economic growth, is a city to be proud of. But, with congestion in cities peaking, vehicle numbers increasing on roads and car parking at a premium, public transport is key to serving the city and its residents.

The introduction of the new vehicles couldn't come at a better time.

Travelling by bus in Hull has never been easier, with the introduction of the Stagecoach Simplibus services, designed to take the hassle out of bus travel by providing a 1-2-3 numbering system, transparent route networks, clear pricing and simplified timetables.

The all new 31 high-spec, low carbon vehicles will be on the roads of Hull in the summer, with 21 single and 10 double decker buses in the fleet, each is fitted with environmentally-friendly Euro 6 engines and the latest start/stop technology.

Passengers can expect comfort onboard, with the luxurious high-backed e-leather seats,



multiple charging points and contactless ticket machines.

The announcement of the new vehicles sees another significant investment to provide vital public transport links for the city. In 2016 Stagecoach East Midlands spent over £2.7m on 15 double decker buses, providing Hull with one of the youngest, most environmentally-friendly fleets in the UK.

Making bus travel the preferred option for getting about the city continues to drive investment and

change, with the installation of the contactless system in 480 buses across the East Midlands, passengers can make easy payments with contactless credit or debit cards or via Apple or Android pay.

The latest technology serves to speed up journey times, take the hassle out of searching for change and provides a secure method of payment.

The Stagecoach app, launched in 2016, gives passengers access to live bus times, journey planning and mobile bus tickets, all at their fingertips. Mobile tickets can be purchased using the app, cutting out the need for paper tickets and streamlining the whole journey experience.

Vital to the economy, integral to providing an alternative option to travelling via car, Stagecoach continue in their desire to make the bus the first choice for getting across the city for work, leisure or play.

For more information visit www.stagecoachbus.com

The Logistics Stairway in Practice

**By Tony Clark,
Senior Lecturer in Logistics Management**

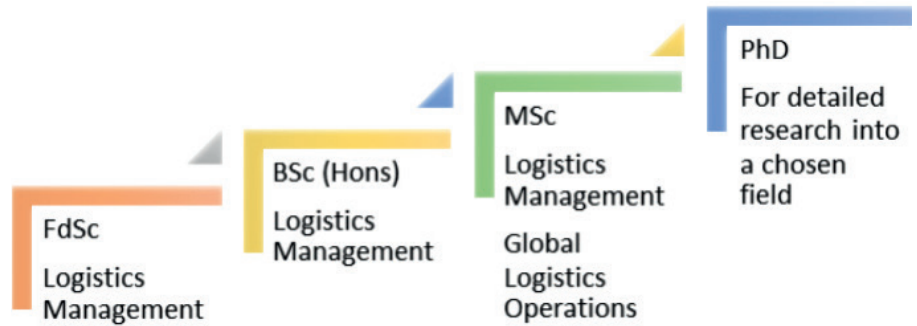
The need to professionalise the logistics sector and build a development stairway will not be news to any professional. Yet, it is still hard to show many working professional stairways making real impact on logisticians and their organisations.

Over the last 10 years, the University of Lincoln has been working to support learners in the logistics sector. Working with a focus on work-based learning, the University has developed a number of distance-learning programmes for logisticians to apply their practice and offer academic development applied to their logistics role, creating a stairway for learners.

The Stairway

Step 1: FdSc Logistic Management (WBDL)

For the novice logistics manager the first step on the stair will be the Foundation Degree, which will take them through an introduction to management and supply chain tools applied to their own workplace. It offers them initial learning in both the core skills of leadership and Logistics.



Step 2: BSc (Hons) Logistic Management (WBDL)

Those with more experience and senior roles will be signposted to the 'top up' year of a BSc, which will allow students to practice supply chain management and leadership, and gain a qualification.

Step 3: MSc Logistic Management and MSc Logistics Global Operations

This face-to-face programme focuses on developing the senior logistics managers of the future. This study at level 7 allows students to tailor their learning through the choice of elective modules.

Step 4: Phd

Finally students can then join the University of Lincoln doctoral school to examine their chosen field in the greatest of detail.

This stairway has proven successful, with over 500 students completing the undergraduate courses and in excess of 350 on the MSc programmes. For more information on how to start your learning journey, call us on **01522 835514** or email us on: **ASKwbdl@lincoln.ac.uk**

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North Lincs Tyres Limited was established in Grimsby in 1994 and has grown to be one of the area's leading tyre companies. We have earned a reputation for providing a high quality and personal service to meet requirements of a wide range of customer.

Three directors who collectively have over 90 years experience in the industry manage the Company on a day-to-day basis. The fitting staff of eleven is fully trained in every aspect of tyre, battery and exhaust fitting as well as wheel alignment.

The Company prides itself on being an innovator, using the latest technology to enhance the customer service from Retail to commercial customers.

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Fleet Audits are carried out using the latest handheld computer system. This allows us to manage tyre wear and replacement planning in conjunction with our customers.

Roadside Assitance

We offer a full 24 hour roadside assistance service both locally and throughout the UK, using the Independent Tyre Distribution Network for national coverage.



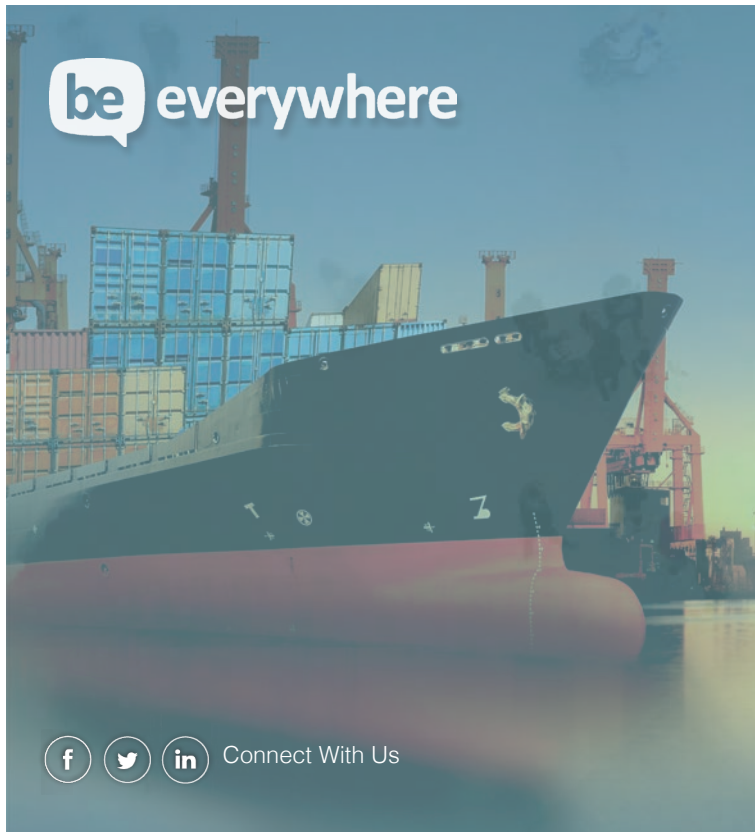
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The area's Earthmover tyre specialists maintain the majority of all dockside equipment as we have done since incorporation in 1994.

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Pioneering Bowker Group Celebrate a Century in Business

One business firmly established in Hull is the Bowker Group. 2019 marks their centenary, so we decided it was time to learn more about the business and discover the secrets of their success.

In this issue, Bill Bowker, the third generation of the family to lead the group, provides us with an insight into the development of this leading transport and logistics firm.

"My Grandfather, William Bowker, was one of the early First World War enlistees, he joined because he wanted to learn to drive, he hoped to see Paris and like a lot of people, he thought he'd be home by Christmas.

"He soon fulfilled his dream of driving and spent much of the war as an ambulance driver. On returning to Blackburn, he spent his £75.00 war gratuity purchasing an ex-army lorry - a 1917 Leyland 3 Ton RAF Type Lorry. It was with this single, second-hand vehicle that the Bowker Group was formed.

"Today, a century later, we employ 450 people on seven key sites around the UK, utilising over a million square feet of warehousing, 160 vehicles and 300 trailers, serving customers across the UK and Europe."

Bowker was right there in the early days of road haulage, providing a pioneering service. At first, they concentrated on transporting goods between the cotton mills in Blackburn and down to the Liverpool Docks, at a time when most goods travelled via the canals or railway.

A breakthrough came in 1926 when the railways ground to a halt during the general strike. Bowker was approached by the Liverpool Fruit Importers Association to transport their produce down to Covent Garden and to markets in Lancashire and Yorkshire – and the business soon grew.

Bar a few years in the early 1950s when road transport was nationalised, the Bowker Group has robustly gone from strength to strength, even starting their road haulage operations from scratch in 1954 didn't deter them.

1961 marked another milestone when they made their first trip to Europe, one of the first hauliers to take advantage of the new roll-on, roll-off ferries. A move indicative of the pioneering spirit that's characterised the business throughout its history.

The Group's been involved in many innovative projects over the years, from their groundbreaking haulage services to developing new truck models in partnership with Volvo or IT solutions unlike anything on the market.

Recently, Bowker was voted one of the top 20 Greatest British hauliers of all time by their industry peers and they've also received the Responsible Care Award from the Chemical Business Association, amongst other accolades.

Today, the Bowker Group offers the complete range of transport and warehousing services, as well as running a number of car (and motorbike) dealerships, but never a business to rest on its laurels, they're always looking for new opportunities.

Speaking of the secret of their success Bill observes: "Our success is down to our people, our team, our customers and our suppliers, we'd be nowhere without them. Our guiding principle is to treat people as we'd like to be treated ourselves - we follow this in all we do. Our people are our greatest asset and we look after them."

What speaks volumes about the culture of the firm is the longstanding loyalty of employees and customers alike. Their longest serving employee has been with them for over 45 years, with many more who've served 20 or 30 years. Whilst their most loyal customer first sought out their services in 1954.

"I know I'm one of the fortunate few as I get out of bed every morning and enjoy going to work. For me, working at Bowker is a lifestyle, not a job.



"Some of my earliest memories are of going to work with my Dad, cycling around the yard or sitting in one of the lorries. I've never wanted to do anything else. I'm pleased to say a fourth generation of the family is actively involved in the business.

"My role today encompasses overseeing the business and setting the strategy moving forward, but I began working here straight all of school and I've seen the business from all sides. Over the years, I've worked in the workshop, depots and qualified as a lorry driver, spending several months out on the road.

"We have lots of events planned to mark our hundredth anniversary, from family fun days to a fishing competition and a cycle ride linking all of our UK sites. We'll have a celebratory meal with all of our people and we've created a new livery which is a modern twist on our previous ones - only the fourth in our 100 year history."

www.bowkertransport.co.uk



“I know I’m one of the fortunate few as I get out of bed every morning and enjoy going to work. For me, working at Bowker is a lifestyle, not a job.”



Chamber Announces Official Energy Partner

The Hull and Humber Chamber of Commerce is delighted to announce the start of a new Partnership. LG Energy have become the Official Chamber Energy Partner, commencing this month (April 2019).

Chamber Membership & Business Manager, Bruce Massie, said "We are very pleased to enter into Partnership with LG Energy. We were very impressed with their professional and diligent approach when we were choosing from suitable companies. LG Energy will help our Members optimise their energy supplies and represent another benefit of Chamber Membership. We look forward to working with Julie Loveday, Asif Rizvi and the team at LGE well into the future."

LG Energy Group, a leading privately-owned energy procurement and consulting organisation, is extremely pleased that, following a robust due diligence process, the Hull and Humber Chamber of Commerce has selected LG Energy Group as its Energy partner. LG Energy Group is well respected in the Third-Party Intermediary sector of the UK energy sector. With over £1 billion in energy under management, across 126,000 meters on client sites, working with industry federations and well-known household brands; its reputation,

coupled with the phenomenal growth which LG Energy Group has experienced, is due in no small part to its principled approach to transparency, service delivery and customer relations. LG Energy Group puts the client first in all the activities which it carries out on the client's behalf.

Where LG Energy Group differs from other consulting organisations, are that its roots are in generation, initially responsible for trading the output from Anaerobic Digestion plants and Solar Farms. The senior management team have worked in both supply and generation for a number of the largest organisations in the sector. This, coupled with significant experience in energy trading and energy management, gives LG Energy Group a broad breadth of understanding of the energy issues faced by Chamber Members.

LG Energy Group offers a number of services alongside energy procurement which will ensure that Chamber Members not only

purchase energy effectively, but also utilise it in an efficient manner through its consultancy arm, who are able to carry out efficiency audits and make recommendations to reduce energy spend.

Mr Asif Rizvi, Managing Director of LG Energy Group added "As energy supply becomes more decentralised, this has created increasing complexity for consumers, especially with regards to the non-energy costs. The number of non-energy costs which now need to be managed have increased, but so also have the opportunities to derive additional revenue streams by offering services to help balance the system. LG Energy Group, working with selected partners, can assist Chamber Members to investigate these opportunities.

We very much look forward to working with Hull and Humber Chamber of Commerce and its Members, building enduring relationships which deliver value for the Chamber Members."

Chamber Energy Partners - LG Energy Are You Captured by the Mandatory Energy Savings Opportunities Scheme (ESOS) Phase 2?!



The Energy Savings Opportunity Scheme (ESOS) is a mandatory energy assessment, used to identify energy savings. Organisations that are captured by ESOS, must carry out assessments/audits every 4 years.

These audits measure the amount of energy used by: their buildings, industrial processes and transport, and are designed to identify cost-effective energy saving measures, which the organisation may wish to implement. The implementation of any identified saving measures is not mandatory under the scheme. In the UK the scheme is administered by The Environment Agency.

ESOS applies to large UK undertakings and their corporate groups. It mainly affects businesses, but can also apply to not-for-profit bodies and any other non-public sector undertakings that are large enough to meet the qualification criteria.

In terms of the qualifying criteria, a large undertaking is defined as:

- Any UK company that either:
 - employs 250 or more people, or
 - has an annual turnover in excess of 50 million euro (£44,845,000), and an annual balance sheet total in excess of 43 million euro (£38,566,700)
- An overseas company with a UK registered establishment which has 250 or more UK employees (paying income tax in the UK)

As the measure of turnover in the scheme is defined in Euros, it will be necessary, if your accounts are quoted in pounds sterling, to use the Bank of England exchange rate between the euro and pound sterling at close of business on the qualification date 31 December 2018.

The reference period for the Phase 2 window began in January 2018 and the deadline for the submission of compliance to the EA is the 5th December 2019. This must be overseen by a qualified ESOS Lead Assessor, of which there is a finite number.

There were over 6800 organisations captured in Phase One and a finite number of qualified lead assessors (circa 650).

Organisations that are captured, and do not comply, may incur penalties ranging from publication of the organisation's non-compliance on the EA's website, to a £50,000 fixed penalty plus £500 per day.

If you have any questions and are captured by ESOS, LG Energy Group (LGE) would be pleased to discuss the most effective route to compliance. Please contact the Partnership Relationship Manager; Julie Loveday: mobile: 07384 469 930 or the Partnership Relationship support team on 0161 641 1947.

LGE have several in-house ESOS Lead Assessors. During ESOS phase 1 LGE completed ESOS compliance for more than 70 organisations. The sectors ranged from retail, commercial, pharmaceuticals, transport, data centres and manufacturing facilities. This resulted in the audit of more than 400 sites. Three of LGE's clients were randomly selected for EA audits and have passed with flying colours.

Please see full government guidance source; <https://www.gov.uk/guidance/energy-savings-opportunity-scheme-esos>



Grimsby's Bright Future

Grimsby's natural geography has always served it well, most famous for its fishing and shipping industry, the town was reputedly founded by Vikings attracted to the natural harbour.

Building a sterling reputation for international trade, records from the medieval period show a vibrant trade in goods including wool, fur, wood and oil, with fishing playing an increasing role as time went by. Strong trading links emerged with first Scandinavia and then Holland.

Development of the docks in the late 19th and early 20th Century, plus connection to the railway network, saw this busy port thrive so that by the mid-20th Century Grimsby operated the largest fishing fleet in the world. By the mid-1960s, Grimsby was responsible for more than one quarter of the £40 million worth of fish brought into UK ports.

Though the fishing industry has declined,

the town's fish market remains a lynchpin of the industry, whilst the associated fish processing and food manufacturing industry is flourishing. Buy a chilled fish product at your local supermarket and it is likely to have emanated from one of Grimsby's two largest employers.

Today, Grimsby remains one of the busiest ports in the UK, handling imported goods including cars, minerals, metals, timber and dry bulk goods; as well as acting as a base for the offshore renewable energy industry. Hand in hand with a thriving port comes a strong local supply chain and all of the business support services for which a company could wish.

Indeed, the growing offshore renewable energy industry is providing an exciting new chapter for the town and the port. Hundreds of people are already employed in the offshore wind sector and numbers are set to grow with the recently announced Offshore Wind Sector Deal.

Whilst the news of a £3million investment by the Cultural Development Fund in the town's culture, heritage and the creative industries, together with the Greater Grimsby Town Deal signed last year, will galvanise regeneration efforts and create new opportunities.

Grimsby is surely on course for a bright future, drawing on its historic strengths whilst taking off in new directions too.

Local Family-Run Business Still Going Strong

John Roe Toyota first opened its doors in 1969 and to this day, continues to be a family-owned and run business, with Toyota dealerships in Grimsby, Hull and Scunthorpe.

The company, founded by Grimsby-based businessman John Roe, prides itself on its strong regional heritage. It is now in the safe hands of the third generation of the Roe family, with John's grandson Tom at the helm.

Since the beginning, the family and its support team within the dealerships have placed a high level of importance on supporting local charities and community projects to give back to the local region.

The approach and commitment has not gone unnoticed by Toyota, nor its customers, with the dealerships scooping several coveted awards throughout their history – many of which are the result of excellent customer service, loyalty and satisfaction.

Leaders in business

With more than 32 years' combined experience, the business centre team has successfully transferred the dealership's customer care skills into its B2B offering. They understand the challenges faced by individual company car



John Roe collecting their Dealer of the Year 2017 at the annual Toyota BRIT (Best Retailer In Town) Awards

drivers and businesses, small and large, with varying fleet requirements. In particular, the business team are seeing increased interest in Toyota as a fleet vehicle provider as the brand's leadership in hybrid continues to grow.

A future in Hybrid

Hybrids have extremely low Co2 emissions

which means lower taxation costs and fuel-efficiency makes business trips more cost effective. Offers are currently available on a range of hybrid cars including the All New Corolla and RAV4 models.

For all John Roe Toyota enquiries visit our website today at www.johnroecars.co.uk

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Hull John Roe
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Priory Park East,
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Tel: 01482 409393
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Vehicles may not be to UK specification



The winners at the 2019 HullBID Awards in Hull Minster

HullBID Awards Highlight Progress of City Centre

From Victorian arcades steeped in history and character to a brand new, state-of-the-art events venue, businesses celebrated another successful year at the 2019 HullBID Awards.

Contestants and sponsors illustrated the variety within the city centre business community and the setting for the event stood as a symbol of Hull's transformation, with Hull Minster dating back more than 700 years and now established as a leading venue for social and corporate functions.

Kathryn Shillito, HullBID Executive Director, said the awards have come a long way since they were launched, and she highlighted the buoyancy which inspires confidence for the future.

She said: "We set out on our journey six years ago to recognise and reward our BID members and the Biddies, as we fondly call them, were born with a sandwiches and crisps

get-together. Now we're here with a black-tie dinner and 240 guests. Quite amazing!"

Kathryn spoke of the challenges which HullBID and its city centre partners have faced since she joined the organisation 10 years ago as Operations Manager, and of the united approach which has bucked the national trend.

She said: "We are already witnessing a steady increase in footfall with the number of empty units decreasing. Investors need to know the city is a good option and the BID continues dialogue with developers and property landlords to portray everything that is good about Hull."

Kathryn added that BID has generated 40 per

cent additional income through its innovative approach to securing grants and event sponsorship.

Kathryn said: "The aim of the HullBID team is simple – to support businesses and improve the trading environment."

She added that the achievements of city centre businesses were reflected in the 'unprecedented numbers' of nominations across all 10 awards categories and the acknowledgment of the independent judges that the standard was higher than ever.

For details of all the winners please visit the news section of www.hullbid.co.uk

Educare Welcomes Special Guests to Celebrate Milestones

A children's nursery invited parents and local dignitaries to an open day which continued its 20th anniversary celebrations by marking the completion of a new extension and a stamp of approval in the latest Ofsted report.

Educare Nursery in Beverley welcomed the Mayor of Beverley, Councillor Bryan Pearson, and Councillor Kerri Harold, Chair of the Children and Young People Committee at East Riding of Yorkshire Council.

They were joined by some of the animals from the Pocklington-based Purple Pig Company, which set up one of its mobile farms in the Educare garden.

David Whincup, owner of Educare, said: "The visit was part of our plan to have a year of memorable events to celebrate the 20th anniversary of the nursery, and the timing couldn't have been better.

"We invited our special guests to see the extension which we opened at the beginning of the year following an investment of £150,000. We were also able to show them the outcome of our latest Ofsted inspection which recognised the quality of the services that we provide for children and parents."

The extension was constructed in response to growing demand from families to take up the



offer of 30 hours of free childcare every week for 3 and 4-year-olds. It has created space for a new library and sensory area, with increased provision in the nursery's out-of-school and holiday club.

As a result, the overall capacity of Educare has increased by 20 to 110 child places plus 40 in the out-of-school club. The number of staff has

increased from 12 when the nursery opened in 1998 to the current figure of 35.

The Mayor said: "Nurseries are very important to the local community because people have to get their children looked after. The better the facility the happier the people are, and this is a wonderful facility with first-class staff."

Salon Apprentice's Hairdressing Students Prove they are a Cut Above in National Competition

CHAMBER Training's Salon Apprentice students proved they are a cut above the rest when they entered the National Hairdressing Federation's Blackpool Hairdressing Competition.

One of the Salon Apprentice learners, Lillian Monaghan, received a second place certificate in the First Timers - Blow Dry category. Lillian is employed by Independence Hair Design in Hedon and her employer Sarah White was extremely proud when she heard the news.

Two other Salon Apprentice learners, Connor O'Hara and Farrah Drury, also entered the First Timers - Blow Dry and Nathan Ellis, the first barber Salon Apprentice has trained, entered the Male Fashion Look - Cut and Fashion category.

Chamber Training's Carol Gill said: "The students are encouraged to enter the competition as part of our enrichment and development activities. Four of our first year learners entered the competition which took place on March 11. Two of our tutors travelled to Blackpool with them.

"Everyone was delighted when the results were announced and this was an amazing achievement for Lilli and also for Salon Apprentice's first attempt in a national competition.

"We aim to inspire all of our learners to be the very best and to achieve distinction level."

Salon Apprentice, on Jameson Street, Hull, above the Lush store, is open to the public and is the hairdressing training department of Chamber Training (Humber) Ltd. The Salon is a City & Guilds accredited training provider, delivering Hairdressing and Barbering apprenticeships at Levels 2 and 3, along with a full-time college course. All Salon Apprentice's students are employed by local salons in Hull and East Riding.

Carol added: "We are recruiting now and would encourage school leavers to contact



Pictured with her certificate is Lillian Monaghan with (from left) Nathan Ellis, Farrah Drury and Connor O'Hara

us early if they are interested in a hairdressing apprenticeship as we have limited places available".

For more information on Salon Apprentice, or a career in hairdressing or barbering, please contact Carol Gill on **(01482) 611896** or email c.gill@chambertraining.com

A Service to Help Businesses and Charities Address Sexual Misconduct and Harassment

In recent times, the media has highlighted some leading global businesses, individuals and charities relating to sexual misconduct. As these cases snowball in number and allegations escalate, it has become increasingly clear that no organisation is immune to serious allegations regarding their staff.

re:shape is a charity with a compelling history of working to reduce sexual harm in the community and has recently launched its flagship Sexual Misconduct & Harassment Response Service. This innovative initiative provides support, education and auditing tools to help businesses and charities respond appropriately and ethically to any issues arising in this complex area.

The support offered by re:shape adopts a sensitive approach, recognising that many organisations struggle to address the issue, often leading to inadequate, inappropriate or defensive responses.

This is a changing landscape, and people's understanding of what constitutes 'misconduct' is changing. Often one person's interpretation of inappropriate behaviour is way differ from another's, or a staff member may not realise that their language is making their colleagues uncomfortable.

Talking to colleagues about sexual harassment and misconduct, even in a non-disciplinary setting, can be a challenging task. re:shape can help organisations respond sensitively in this regard, developing and supporting businesses in adhering to robust policies and procedures to protect both staff and the business.

re:shape's membership model offers a range of resources which can be tailored to an organisation's needs in a 'mix-and-match' approach. It helps companies plan for and protect their employees, stakeholders, service users and customers from the risk of sexual misconduct.

What would membership provide?

Re:shape's membership programme takes a tiered approach. Depending whether an organisation chooses to be a Member or Associate Member, an organisation's package would include support to review or develop a best-practice policy in line with the latest legislation; provide a self-assessment audit for staff to identify existing problems and issues; offer an external audit to provide an



independent check; develop and deliver training tailored to the organisation's needs; and can also include bespoke consultancy services.

What are the benefits for an organisation becoming a member?

- Demonstrate a strong commitment to staff safety
- Mitigate risk associated with allegations
- Use as evidence for accreditation e.g. Investors in People
- Attract and retain talented staff
- Aid an organisation's sound reputation

You don't have to wait for misconduct issues to arise to demonstrate that you take the matter seriously,

For more information about re:shape's services and how to become a member, visit re-shape.org.uk/business

Mires Beck Nursery - A Place to Go, A Place to Like, A Place to Grow

Mires Beck is a social enterprise, unique horticultural nursery and a registered charity established since 1994. The 14 acre site based in North Cave originated as a conservation project, which has grown organically and now operates as a traditional nursery where we provide daily horticultural training and associated craft therapy to adults with learning difficulties. Our plant production for wholesale and onsite retail, specialises in wildflowers from an extensive range we cultivate at the nursery, a wide selection of perennials, a growing specialist herb business and an expanding tree nursery. All of our products are individually handled with the dedicated care trainees and teachers combine to produce. This results in plants of a very high quality. We sell to garden centres in the region and provide habitats for large conservation projects. Alongside plants we also sell a small range of associated crafts created by our teams. During the peak season we operate a weekend pop up cafe for which donations are taken for drinks and cakes made by our kitchen team of trainees and staff. As well as being open to the public for retail sales, people are free to explore the nursery and conservation area.

The charity currently supports approximately 90 trainees with 45 people regularly on site daily. The nursery is planning its next phase of expansion in order to grow the facility and align with other organisations in the area. We aim to provide new facilities for our service users to further our training aims, craft therapies, sensory, recreational and conservation spaces, for which funding will be required. We will also expand the tree nursery production alongside relative woodland skills and crafts. Our conservation green areas receive regular school visits for which we provide a woodland trail, pond dipping and seed foraging and this summer will launch a young growers club and more family events.

Trainees are currently found places through Hull City Council, East Riding of Yorkshire Council and service user recommendations from the area. Everyone has the opportunity to visit the nursery and meet our teams who are always ready to welcome new people to our enterprise.

Meeting and Conference Rooms with a Difference

Sewerby Hall and Gardens, in its stunning clifftop location just north of Bridlington, could be the ideal setting for your next business meeting or event.

The unique setting, excellent catering, ample on-site parking and fully-equipped meeting rooms combine to create a perfect location for your meeting or event. The venue can cater for meeting sizes of four to forty people in formal board style, or up to 120 in theatre style.

All rooms are accessible, and offer competitive hourly rates, whether in the four meeting rooms, the larger meeting room, or the beautiful Orangery.

Beautifully refurbished to recreate an Edwardian country house as it would have appeared around 1910, and with over 50 acres of award-winning gardens and woodland, Sewerby Hall and Gardens is a popular attraction all year round on the beautiful East



Yorkshire coast. Easy to find by car, it's an inspiring setting for a business meeting or event away from the office.

Our on site catering team can provide refreshments and biscuits, buffet or light

meals to suit your party and budget.

To find out more, contact the team on **(01262) 673769** or visit www.sewerbyhall.co.uk

Looking for a meeting room with a difference?

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*Free room hire applies to room bookings with hospitality from our lunch menu (options A-D). T&C's apply.

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West Building Supplies - Family Run for More Than 80 Years

The biggest independent family business investment in Scarborough in recent years, opened its doors on 20th February 2019.

The Scarborough branch adds to the company's long established business' in Bridlington, which already include a kitchen, bedroom, bathroom and lighting showroom, a unique Indoor Landscape centre, a showroom for PVCu windows, doors and conservatories, a timber mill and vast stocks of building materials, plumbing, heating and electrical products.

West Building Supplies a family run enterprise for more than 80 years, has initially created eight new jobs in the £1.25m purpose-built builders' merchants depot at the Scarborough Business Park. Oli West, who is the third generation in the builders merchant, will be managing the new depot. His parents Chris and Julie West are still on the board of directors, along with Managing Director Sean Boyd.

The company is a former winner of East Yorkshire Business of the Year and is extensively known for supporting many local charities.

"We offer friendly, quality and personal customer service, that's our ethos, as well as staff welfare!" said company chairman Chris West. "Customer service and stock at fair prices is the basis of our company, we supply to all types of trades and builders as well as members of the general public and DIY improvement needs".

West Building Supplies are long term members of the Builders Merchant Federation, who are the governing body for the industry. They extensively use the industry specific training courses that are available via the BMF.

The father and son team are continuing to work together with a view to further expansion of the business on the East Coast.

01262 674816
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Home Grown is the Best

When we started Wold Top Brewery on our third generation family farm in 2003, our vision was clear.

We wanted to use our home and Wolds grown cereals and the farm's chalk filtered water to brew Yorkshire's best real ales and to safeguard the farm for future generations.

In 2013, we set up Muddy Souls Events. The strategy was to maximise the assets afforded by our farm's stunning top of the Wolds location, our National Garden Scheme garden and exceptional organisational resource to create a unique, totally flexible wedding, party and corporate entertaining venue. Our plans are to develop further the meeting venue and corporate events side of the business with a range of team building activities including clay pigeon shooting, golf and cocktail masterclasses.

Founders Tom and Gill Mellor handed over the reins of the brewery to daughter, Kate and son in law Alex in 2016 and now their other daughter, Jenni, has relocated from London to help steer the brewery's and Muddy Souls Events' marketing strategies.

Our business ethos is to produce consistently good beer, using predominantly home grown ingredients and to operate a thriving events business that will provide a sustainable future for the fifth generation – Kate's daughters, Beth and Tilly and Jenni's son, Arthur.

For more information about our beer or corporate events, please call 01723 892222 or visit www.woldtopbrewery.co.uk or www.muddysoulevents.co.uk



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PAGE Consulting Ltd is a local family business that was founded over 15 years ago by dad Steve and daughter Kerry. As it has grown, the core team has expanded with exceptional people joining to enhance its capabilities.

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Hotel 'Insector'

Hotel Group Appoints 'General Manager' of its New Bug Hotels to Create More Beautiful Garden Spaces for Guests

Snug as a bug: UK hotel group Hallmark Hotels has appointed a new official to take care of its new sustainable 'Bug Hotel' at Hallmark Hotel Hull on Ferriby High Road, set to offer real creature comforts to a series of slightly surprising guests in its many gardens.

The newly developed bug hotels provide a safe garden hideaway and shelter to many living creatures including bees, hedgehogs, insects and spiders and were introduced to support biodiversity in a number of its 'garden hotels'.

Matt Davis is the group's first ever 'Hotel Insector' and maintains Hallmark Hotel Hull's first ever bug hotel, situated in the garden grounds. He ensures guests can take the weight off their wings or many legs and preserves a space that caters for a wide range of species. His responsibilities include gathering materials such as moss, dry leaves and soil to ensure the local creatures' retreat is maintained and driving awareness of the initiative throughout the group's 26 hotels.

Hallmark Hotels was inspired to build a creature friendly environment in its hotel grounds following recent reports that hedgehog numbers

have plummeted by 50% in the last 20 years. Also, one third of the UK's bee population has disappeared over the past decade citing 'habitat loss' as one of the main causes.

Matt Davis, the 'Hotel Insector', said: "Hospitality is what we're all about here, so it made a lot of sense to extend it to our neighbours in nature and give them a helping hand. Not only does Hallmark Hotel Hull now provide a safe house for animals and little creatures, our human guests love to visit and see who's checked in."

Hallmark is also encouraging guests to make their own bug hotels, when they return home, using garden waste, and odd bits and pieces found around their home and gardens.

Debbie Neate, head of marketing at Hallmark Hotels said: "Bug hotels are just one of our sustainability drives and we can't wait for even more of our guests to help out during their stay and create a wildlife-friendly space at home."

Hallmark Hotels currently has six sustainable bug hotels across its properties including Hallmark Hotel Cambridge, Hallmark Hotel Chester The Queen, Hallmark Hotel Derby Midland, Hallmark Hotel Stourport Manor,



Hallmark Hotel Hull and Hallmark Hotel Wrexham Llyndir Hall.

For more information about Hallmark Hotels bug hotels visit: www.hallmarkhotels.co.uk/explore-hallmark-hotels/corporate-social-responsibility-statement

IT Support & Cyber Security Experts Achieve Advanced Cyber Security Certification

Local IT Firm Continue to Show Commitment to Cyber Security and Quality.

Hessle, East Riding of Yorkshire – Jupiter IT Solutions have today announced the successful completion of Cyber Essentials Plus and ISO 9001:2015 certifications for their IT Support and Cyber Security expertise delivered from its Head Office in Hessle.

Both certifications demonstrate the commitment the business makes to the security of their clients' networks and the quality of service they deliver.

Demonstrating a real commitment to Cyber Security, Jupiter IT opted to lead the way by completing the Cyber Essentials Plus certification.

This means they were audited internally to ensure they comply with the requirements of Cyber Essentials Plus. Commercial Manager Ricky Amalsadia explained:

"We are cyber security specialists. It's easy to say, right? But this certification is our commitment to demonstrating our expertise.

"We've not just self-certified ourselves to Cyber Essentials, the Plus certification requires an internal audit, and this means we've gained valuable experience and expertise we can pass on to clients.

"Gone are the days when an IT provider can afford to deliver a reactive, 'call us when it goes wrong' kind of service. With the rapidly rising threat of cyber crime, IT providers have a duty to protect their client's systems, as well as maintain them; that's why all our clients have our advanced cyber protection modules, included in the service."

In addition, Jupiter IT also became ISO 9001:2015 certified in December. The ISO standard recognises the commitment businesses make to quality management systems.

It demonstrates a company's ability to improve continually so they can consistently

provide products or services that meet the requirements of their clients – effectively putting their clients at the centre of everything they do.

Iain Powell, one of the founders of the Hessle based company said:

"The certifications recognise our efforts to ensure we're doing the best for our clients. We had a vision about 12 years ago to be recognised for a superb level of service. The team and I are so proud to be recognised for our efforts in doing the right thing".

On 5th December 2018, Avalon Certification (ACL) performed an audit and were pleased to announce that Jupiter IT passed the most recent version of the audit. This was followed on the 11th February 2019 by an audit performed by Perspective Risk that also confirmed that Jupiter IT successfully passed the Cyber Essentials Plus audit.



Talks, Workshops, and New Dates Announced for the Fortis Conference 2019

Thursday 13th June 2019 is the date when professionals working in the care and education sectors will be coming together for a day of professional development and discussion.

Fortis Therapy and Training have announced the new date for 'Children and Young People's Mental Health', a day-long conference for those working with children, young people and families across schools, organisations, charities and local authorities. This is the latest conference from the award-winning business, who have tackled subjects such as mental health in the workplace and whole-school wellbeing approach, previously.

Alexis Powell-Howard, Psychotherapist and Managing Director of Fortis Therapy and Training, said: "We're incredibly passionate about early intervention. When you help children and young people early on, research has shown that the right support can have a positive impact as they become adults, too. We support young people with their mental health every day – our youngest client is just four years old – which is why it is so important to us to make this topic the focus of our next conference."

During the day, delegates will hear from expert speakers covering current topics, including:

- Understanding and Providing Trauma-Informed Support', by Alexis Powell-Howard, Psychotherapist, TEDx Speaker, Managing Director of Fortis Therapy and Training.
- 'The Links Between SEN and Mental Health', by Andrew Whitehouse, SEN Consultant, People First Education, and TEDx Speaker.
- 'Looking Beyond the Behaviour: One school's journey to truly inclusive provision' by Jo Gilbert, Principal at St Wilfrid's Academy.

Followed by The Fortis Panel, an open forum for discussion with the day's speakers.

In addition to this, delegates can attend two of four informative and interactive workshops:

- 'How our responses can make all the difference when working with children and young people', by Alexis Powell-Howard.

- 'Visual clues for children with SEN', by Andrew Whitehouse.
- 'Creating a sensory diet for overloaded children', by Stacey Harper-Johnson, Child Therapist.
- 'Putting Inclusion into Practise: A senior leader's journey to developing effective inclusion' by Claire Lambie of St Wilfrid's Academy.

The Fortis Conference 2019 takes place at Forest Pines Hotel & Golf Resort, near Brigg, on Thursday 13th June, from 9am to 3.30pm.

Early bird discounts are available with conference prices varying. Booking is essential. For more information, contact Fortis Therapy & Training on **01472 241794** and visit fortistherapy.co.uk/events.

Translation Role for AA Global in Kazakhstan Project

A Hull-based business which is supplying heating and ventilation systems to the energy sector worldwide turned to another company in the city to provide specialist translation services for a major overseas contract worth £8 million.

North Sea Ventilation (NSV) brought in fellow Chamber Member AA Global Language Services to translate drawings and other documents into Russian as part of its work on the project in Kazakhstan.

NSV employs around 80 people at its premises in West Carr Lane, Hull and overseas clients account for 80 per cent of its sales in markets including the Middle East, Far East, Europe, Russia, China and Australia.

Andrew Sully, the company's Project Manager, said: "The drawings and documents for the project have to be translated once they are approved.

They were translated into Kazakh by a firm in Kazakhstan and we used AA Global for the translation into Russian because we wanted a local firm."

AA Global, a key supporter of the Chamber's International Trade Centre, expanded to Hull from its first office in Worcester in 2011

and has grown significantly with language services for the public and private sectors. It now has a network of around 14,000 translators and interpreters covering 500 languages and dialects.

Kirk Akdemir, CEO of AA Global, said: "We have seen an increase in demand for language services from businesses working in some of the more distant destinations including the BRIC countries.

"NSV were looking for a reliable, professional company to help with their Russian translation requirements and we are delighted to have played a small part in their success.

The project enabled us to demonstrate our ability to help businesses operate in different languages and our skills at communicating in the terminology which is appropriate for specific sectors."



Kirk Akdemir

John Good Group Recognised Among Top British Companies for International Sales

Hull-based logistics and travel provider, John Good Group, has been recognised as one of Britain's top 200 companies with the fastest-growing international sales by The Sunday Times HSBC International Track 200.

Compiled by Fast Track and published in The Sunday Times each February, the prestigious list ranks the UK's highest performing private firms by international growth.

The John Good Group's international sales have grown by an impressive 125% over the last two years, to £12.9m, on total sales of £63.3m in 2017. Crediting its phenomenal growth to a strategic focus on exports during the last two years, John Good Group has invested in both people and technology to drive sales in both the UK and abroad and increase its global footprint. Its three largest export markets are the Middle East, the Far East and the Indian Sub Continent.

Commenting on the accolade, John Good Group CEO, Alan Platt said, "We're delighted to be ranked amongst the top 20 British companies with the fastest-growing international sales. Our dedicated teams who operate across the UK and the Middle East have worked diligently to grow our international sales over the last two years, so to receive this recognition is fantastic. Although we're headquartered in the UK, we consider ourselves a global company and look forward to further strategic growth throughout 2019 and beyond in both international and domestic markets."

The league table programme is sponsored

by HSBC, DHL Express and Oracle NetSuite, and compiled by Fast Track, the Oxford-based research and networking events firm.

Amanda Murphy, Head of Commercial Banking, HSBC UK, commented: "We at HSBC UK are delighted to back The Sunday Times International Track 200 again this year. All the businesses it showcases have truly inspiring stories to tell about creativity, resilience and ambition to succeed. The 16 companies in Yorkshire are putting the region firmly on the map. They are the kinds of enterprises we are thrilled to support and that provide the backbone of our economy, today and tomorrow."

The Deep Strengthens Corporate and Events Team with Key Appointment

A unique venue which has hosted royalty, political top brass and celebrities has sharpened its customer focus with a key appointment.

Amber Needler, who has worked part-time at The Deep for more than four years, has given up her full-time post with a local marketing and design company for the opportunity to build a career in hospitality.

With experience working front of house, behind the bar and as a waitress she is eager to take on more responsibility. Her duties as Administration and Meetings Co-ordinator will also see her become an important member of the team at The Deep Business Centre.

Freya Cross, Business and Corporate Manager at The Deep, said: "The Deep is renowned for its unique qualities as a venue for a wide variety of events and increasingly in recent years that side of the operation has worked much more closely with The Deep Business Centre.

"We wanted someone who could bring experience of running top-quality events with the highest standards of customer service, a flair for marketing and an efficient approach to admin. After two days interviewing high calibre applicants, we were delighted to find someone in



Amber Needler (centre) at The Deep Business Centre with Freya Cross (right) and Sue Waterhouse.

our team who could step up."

Amber said: "I saw this as an opportunity for me to become a bigger part of the business. It will be nice to focus on this role and its synergy with my role in the corporate team at The Deep. I know from experience it will be hard work but with

such a variety of events and various celebrities coming in it's also exciting and very enjoyable.

"Above all I just want to do what I can to help make The Deep even better. We have got a unique venue to work with and our job is to make sure the events we host do it justice."

Agencia Appointed to Export Champion Role

A Chamber Member which has become an international leader in devising and delivering transformational healthcare and judicial projects has been appointed as a Northern Powerhouse Export Champion for 2019.

Agencia, based at Hessle, was handed the recognition and the challenge to encourage others after the company's track record impressed officials at the Department for International Trade (DIT).

Helen Gibson, Managing Director of Agencia, visited Durham Castle for a Board of Trade reception, hosted by the Secretary of State for International Trade Dr Liam Fox, which launched the initiative.

Agencia was selected for the DIT's 'If we can, you can' campaign on the strength of its achievements during 15 years of exporting, a period which has seen exports account for more than half the firm's turnover.

Helen said: "We have worked across the globe, exporting our British healthcare and judicial expertise to overseas governments. Over half of our business is international, and we are looking to grow our work in the

Western Balkans and South East Europe, East and North Africa and China.

"I'm delighted that we have been selected to be a Northern Powerhouse Export Champion for 2019. The launch event was at the delightful Durham Castle – a trip down memory lane for me from my university days, and an opportunity to hear a wealth of inspiring stories from fellow exporters.

"Being appointed to this role is a real honour and a privilege. It is recognition of our efforts to expand our business by exporting our expertise to 14 countries including Kosovo, Tunisia, Kenya, Malaysia and Barbados.

"This means we are contributing to our local economy in Yorkshire and the Humber and are now in a position to encourage others to consider exporting by sharing our own knowledge and experiences. I want people to know that if we can do it – you can too!"



Helen Gibson with Liam Fox at the Export Champions launch.



Who's Keeping Your Business in the Black?

Losing a Key Person could threaten the financial stability of your business.

All business owners will appreciate the sacrifice, dedication and hard work that goes into running your own business. I also know the benefits that this can bring, whether it's financial freedom, flexibility, creating a legacy or making a difference.

But as you sit down for your next board meeting to discuss your business plans, I want you to think carefully about what is often the biggest risk to a business, but remains largely overlooked; the death or serious ill-health of one of the owners or vital members of staff.

What is Business Protection?

Protection can help a business continue to trade if an owner or key person dies, or becomes terminally or critically ill. Proceeds from an insurance policy can pay to replace the key person, clear debt or purchase shares from the deceased shareholder or partner's estate.

Many people assume this could be a lengthy or complicated process or that it may be too expensive, especially for those companies just starting up, but this does not have to be the case. There are a range of options available, and highlighting your risks, and understanding the costs involved to insure against these risks, will allow you to make the best decisions for your business.

Key Person Protection

If a business loses a key person who has a

significant influence on revenue, this policy provides a cash injection into the business which can help with the following:

- Replacing lost profits during a period of disruption
- Recruiting and training new staff members
- Providing the funds to pay sick pay if the claim is related to a critical illness
- The insurance contract is owned by the company with the claim proceeds being paid directly to the company.
- Shareholder or Partner Protection

Losing an owner can have a huge impact on a small business. As well as the day-to-day issues, there can quickly be financial difficulties and sadly all too often conflicts between the family of the deceased and the remaining shareholders or partners.

There are different ways to set this style of arrangement up. First discuss your business situation with a financial adviser who will provide a range of quotes and options. The adviser should also highlight where taxation and legal advice may be required to ensure these types of arrangements are set up appropriately and tax efficiently.

Relevant Life Plans

Relevant Life cover offers a tax efficient way for an employer, usually a small business, to provide life cover for an employee or

their families with a lump sum on death or terminal illness. This provides tax benefits for both the employer and employee.

Relevant life cover may be suitable if:

- The employer has a small business without enough employees to set up a group life scheme.

My Top Tips

Speak to an independent financial adviser who is a specialist and has experience in this area.

Take the time to understand where the risk of death or serious illness of a key person could impact on your business. Think about profitability, the ability to repay debt and paying a deceased shareholder's/partner's estate for their share of a business.

This article is for generic information only. You should always seek independent advice before making any financial decisions. For a free consultation to discuss your business protection needs, you can contact Paul Newman on **01482 217234** or **pnewman@tipfs.co.uk**.

Insurance Partnership Financial Services Ltd
40/42 Beverley Road, Hull HU3 1YE



Rail Minister Andrew Jones (centre) pictured with (left to right) Ian Kelly, Emma Hardy, Diana Johnson and the Chair of the Chamber's Shipping & Transport Committee Albert Weatherill.

Rail Minister Promises to Look at Getting Humber's Neglected Rail Connectivity Back on Track

RAIL Minister Andrew Jones MP promised business leaders and MPs that he will look seriously at getting the Humber's rail services back on track.

The Chamber hosted the Minister, MPs Diana Johnson and Emma Hardy, Transport for the North and business leaders from its Shipping and Transport Committee for the minister's first meeting, where he was left in no doubt about the strength of feeling over the way the region is being treated by rail companies.

Old rolling stock, slow journey times and poor connectivity were all highlighted, along with the fact the Hull is the only major city in the UK not to have a direct rail link to its hub airport in Manchester.

The meeting came following a visit to Westminster last year to meet his predecessor, Jo Johnson MP, who agreed that the Humber "didn't seem to be getting a very fair deal" before he resigned over Brexit.

Andrew Jones, the MP for Knaresborough and Harrogate, said he believed the "investment in transport infrastructure was the driver for economic development" and he would ask his team to look at what could be done.

The Minister then travelled to Phillips66 in Immingham, where he met with Cleethorpes MP Martin Vickers and Northern Lincolnshire business leaders.

He heard about a recent meeting between the Chamber and LNER in York, which took over the Virgin franchise, and how, when their brand new fleet of trains enter service later this year, they will be running six services a day to Lincoln. It was suggested that it would be an easy win for at least one or two of those services to be extended up to Grimsby and Cleethorpes, reconnecting the towns with direct rail travel to London for the first time in 30 years.

The Minister promised to speak with LNER's managing director David Horne, and get his team to look seriously at what could be done, recognising the economic benefits such a service would bring to Northern Lincolnshire. Representatives from ABP, DFDS, the Chamber and Carlbom Shipping all gave clear examples of how the poor connectivity was affecting

the perceptions and development of the area. Camilla Carlbom told the Minister it was too embarrassing to put the Swedish Ambassador on the old rolling stock which serves Northern Lincolnshire when he visited Grimsby recently.

The Minister asked about a 'business case' for a London service from Northern Lincolnshire and Darren Cunningham of Phillips66 pointed out that people from his business alone had travelled to London by train 700 times last year.

ABP and DFDS also highlighted the non-existent East to West rail freight services, noting that Immingham, the fourth largest port in Europe, sends 0% of its freight by rail as it would involve a seven-hour trip via Birmingham to get to Liverpool. Instead, it all goes by road over the M62.

The Minister agreed this was also something that needed to be looked at, and promised that he would make sure his team did just that and he would report back via the MPs.

Beverley Building Society Widens its Lending Reach by Launching Online Application Facility

Beverley Building Society today announces the launch of its Beverley Mortgage Hub, allowing national mortgage intermediaries to complete applications online.

"In a world where many of the bigger players are making automated lending decisions, we continue to underwrite every application personally, and take a pragmatic view of each borrower's individual circumstances in order to say 'yes' wherever we can," said Graham Carter, Head of Lending.

"We're very aware of the vital role intermediaries play in today's more complex mortgage market, and have therefore developed this system to help them, help us, offer mortgages to more people."

He added: "We've spent the past 18 months painstakingly researching what's out there in the market already and talking to our brokers, to identify what works best and what's not so useful, in order to build the best possible features into our system," explained Graham.

"One of the main things we've done is to make our online application form as simple and quick to complete as possible, by focusing on plain English and removing any unnecessary detail. We only ask for the information we really need to underwrite each case.

"This is because we understand that time is precious for our introducers, and the Beverley Mortgage Hub is the latest development in our ongoing quest continually to improve the service we offer."

Other key benefits of the new Beverley Building Society system, backed by outstanding customer service, include:

- Automatic registration with first application – no complicated process to go through
- A quick and easy online application form
- One form for all products
- No unnecessary questions
- Secure easy digital document upload
- Fast turnaround for decisions
- Direct access to Beverley Building Society's underwriters.

Beverley Building Society provides mortgages to all types of borrowers and specialises in later-life loans for people approaching or in retirement, mortgages for self-employed people, family assist lending and funding self-build projects.



Graham Carter

To submit applications via the Beverley Mortgage Hub, introducers need to visit www.beverleybs.co.uk and register.

Home Grown Talent Adds to Accountancy Expertise Offering

Forrester Boyd is delighted to congratulate Ben Chapman on qualifying as a Chartered Certified Accountant.

Local lad Ben has passed his final examination of the Association of Chartered Certified Accountants (ACCA) qualification, joining the growing team of accountancy professionals across the firm. Ben joined Forrester Boyd's Louth branch in 2012, straight from the Sixth Form at Queen Elizabeth's Grammar, Alford, and began training towards the AAT qualification. He works for a wide range of clients, providing general accounts preparation.

Now a qualified ACCA affiliate, Ben said; "Having no more exams means that I can start to work on developing a great client portfolio. I would also like to use my experience to help my student colleagues pass their qualifications. With the training still fresh in my mind, I am sure that I can offer them some additional support."

In his spare time, Ben supports Burnley Football Club, competes in Triathlons and goes to the local gym.

Forrester Boyd's Head of HR, Chantelle Rogers, said "The professional accountancy

qualifications are extremely tough and working whilst studying is not easy. These fantastic results prove that hard work and determination really do pay off."

"We pride ourselves on nurturing top quality accountants for this complex business environment and Ben is a tribute to that."

Alan Nesbitt, partner at the firm's Louth office said "I am delighted for Ben in achieving his ACCA accreditation. With a growing practice in Louth, it is very rewarding to see our local talent being able to develop and hone their skills in their home town. This is just another example of the success of our strategy in recruiting and developing home grown talent."

Forrester Boyd is a Top 50 Accountancy firm in the UK and one of the leading independent chartered accountancy practices in Lincolnshire and the Humber region, with 10 Partners and 160 staff based at offices at Grimsby, Louth, Scunthorpe, Skegness and Beverley.



Ben Chapman

Launch of Unique HR Consultancy for the Humber

Four HR specialists have joined forces to form the North's first ever consultancy combining HR recruitment with outsourced HR services.

The brainchild of Hull and East Yorkshire-based HR recruitment expert Kate van der Sluis, she says 'old school' recruitment agencies are out-of-date. Instead, their Associate model combines the recruitment of HR people (full-time, part-time and freelance) with specialist HR services all under one roof. This includes consultancy for leadership development and executive coaching, employee engagement and talent development.

Kate, Managing Partner at Humber HR People, said more and more businesses are asking for this type of service and, perhaps surprisingly, it hasn't been on offer before.

"With the Humber region being the 11th worst in the country for productivity we aim to help



(L-R) Kellie Calvert, Alice Ackroyd, Kate van der Sluis and Sharleen Lawless

solve this dire situation. HR is fundamentally linked to productivity. If your people are happy your bottom line will go up"

Kate is joined by Kellie Calvert, Associate Director of HR, Alice Ackroyd, Associate Director of Leadership Development and Sharleen Lawless, Associate Director of Talent. Proud to be female leaders, they have 80 years of combined experience.

Kate van der Sluis continued:

"Humber HR People is the Humber's only specialist HR recruitment firm dedicated to recruiting exclusively within the profession. We are based in Hull City Centre and work

with organisations on both the North and South bank of the Humber, particularly within Technology, Engineering and Manufacturing. Often these businesses have ground breaking expertise in their fields but need support with people as they grow – which is where we come in, from one-off projects, a few days a month or a few days a week. As your business grows we help you identify what HR support you might need to employ and recruit the right person, too."

For more information on HR Humber People visit www.humberhrpeople.co.uk or call Kate van der Sluis on **01482 450294**.

Magic and Motivation: Remembering that Words Have Power

Just finished reading **'Magic Words: The Science and Secrets Behind Seven Words That Motivate, Engage, and Influence'** by Tim David and it really got me thinking about how much impact my actual words have on the people around me.

Tim David's basic argument is that the words you choose to use and the way you structure your sentences can make a huge impact on the responses you are going to get out of the people around you.

He says there are certain key 'magic words' that, when used correctly, will not only make you a generally better communicator, but will actually help you motivate your team more effectively.

'Magic words motivate others, and thus make you a more effective communicator.'

The key word here being 'motivate' - not force. He isn't arguing that you can trick or force people to do what you tell them. But rather using words to make them really think about what you're asking, giving them agency in the decisions, and making them feel more included.

I'm going to go through a couple of Tim's magic words and then talk a little about one that isn't in his book, but that I've found has the same effect.

Ask questions that people can answer 'yes' to

You are asking an employee to do something for you, maybe it's asking for their help on a project or directing them to tidy their workspace before a client visit.

Instead of **telling** them to do it: "I'm going to have you pick up this work" or "Clean your desk, we've got a guest today".

Try asking them a question that they can say "yes" to: "Would you mind helping me on this project?" or "Do you have time to give your desk a quick tidy?".

They may say no, but instead of your request being an order to be followed, it'll be a job they've agreed to pick up.

This will motivate them because you've given them the opportunity to take ownership of the task.

(The same works with kids, by the way, done that for years with ours.)

The reasons behind 'because'

Along the same lines as asking instead of telling, David writes about how giving someone a reason for what you're doing will motivate them better than simply doing it.



'...you can't force someone to feel motivated. They have to find that motivation on their own.'

And that's not just for you, getting people to tell you their reason behind what they're doing or why it is or isn't working gives you information, but also gives them a motivator of their own. It may be something they can be proud of or it might be a focus that they can use to improve their work.

So for example, you might need to take a project off their desk. Instead of saying "I'm giving this project to so-and-so", you'll get a better response if you say "I'm giving this project to so-and-so, because they've got some free time today to look at it."

You aren't asking permission, but you are telling them that all important WHY. It will also stop them wondering if they've done something wrong.

A word of my own

The book goes on to discuss other 'magic' words, like 'help' and 'thanks' - all of which can have an important impact on motivating and encouraging people.

But I'd like to add a magic word of my own... actually, it's more of a phrase...and that is "what do you think?".

Asking people for their opinion on something and **actually listening to it** is a great way to motivate someone.

It gives people a sense of ownership in their work and, at least in my experience, gives you an insight into how they're feeling, how their department is doing, and might give you a better idea than you came up with! (That's the benefit of hiring great people.)

The point of this article (and David's book) is that the way you communicate matters, from your body language to the word choices you make. You can make people feel like a valued team member or an unimportant cog depending on how you speak to them.

Remember that the next time you are giving someone a bit of a crap job to do.

To talk to a member of the OpenCRM team about how CRM software can benefit your brand, call **01748 473000** or visit the website: **www.opencrm.co.uk**



Graham Anderson, is the CEO and founder of OpenCRM, one of the UK's leading customer relationship management systems.

openCRM

Chamber Bridlington and Yorkshire Coast Business Awards 2019

The thirteenth Chamber Bridlington and Yorkshire Coast Business Awards will take place on Friday 11th October to recognise and celebrate local business success.



The event will be held in the Royal Hall at The Bridlington Spa and will be attended by business people from across the Yorkshire region.

The compère for the evening will be Blair Jacobs, a freelance Broadcaster, producer, voice-over and media-trainer based in the East Riding of Yorkshire. Since 1994, Jacobs has been working mainly for the BBC, producing and presenting radio programmes. He's also presented numerous regional television news bulletins for Look North in Yorkshire as well as fronting corporate videos for clients.

The Awards is being organised 'in-house' by the Chamber's staff Bruce Massie, Janice Harrison and Hayley Walmesley-Browne, as Geof Humphrey and Neil Watson have 'retired' from the organising committee after the 2018 event. Geof and Neil have been by far the biggest mainstays and organisers of the event

since 2007 must be thanked immensely for their huge, fundamental input.

At the 2019 Awards, there will again be 10 Category Awards, including Start Up, Small, Medium/Large, Green Ethos and Culture an Arts Business of the Year, plus several others. So there is an Award suitable for every type of company/organisation, big and small.

The Awards will open for entry soon – watch out for announcements from the Chamber by email, social media and on www.cbycba.co.uk You can enter your own company and/or nominate another organisation.

Soul Patrol, a seven-piece soul band, will entertain us all on the evening. They will perform timeless classic hits and gems from iconic Motown and Stax artists such as Stevie Wonder, Otis Redding and Wilson Pickett. They're guaranteed to get you up on the dance-floor!

Entertainment will also include a first class comedian and top-notch musical performances.

Chamber Membership & Business Manager, Bruce Massie, said "It will be an excellent evening of entertainment, good food and company. The Awards represents a great marketing opportunity for the 30 finalists, across all the Award categories."

"I would like to thank all who have attended or got involved in any way and I am proud of how far we have come with these awards."

The Chamber is looking for Sponsors of each Award category, plus Generic Sponsors of the event. The promotional benefits of Sponsoring are numerous and are great value for money.

For more information please contact Bruce Massie on **01482 324976** or at **b.massie@hull-humber-chamber.co.uk**



Goole & Howdenshire Business Awards 2019

This year's Awards, in Association with the Chamber and the ninth annual event, was attended by over 300 business people, a record number.

The guests enjoyed a superb evening at Goole Academy Conference Centre. Held on Friday 22nd February, the black-tie event featured a champagne reception, before guests were seated for a splendid three course meal. The food and service were first class.

Committee Chairman Garrey Haase opened proceedings with a 'welcome' speech in which he thanked the Awards Sponsors, entrants, committee members and the guests, all for their part in the popular event. Comedian Jed Stone entertained the audience with a very funny performance, in scouse fashion!

Around 80 entries were submitted by 75 different companies, another indication of the continuing growth of the Awards. There were 13 categories Awarded on the night, plus the Overall Winner.

The successful companies were:

Innovative Business of the Year

The Spa and Beauty Clinic
Sponsor: Press Association

Customer Service Excellence

Supreme Coffee House
Sponsor: Townends Chartered Accountants

Employee of the Year

Becky Hill – Press Association
Sponsor: The Skills Network

New Business of the Year

William's Den
Sponsor: Danbrit Holdings Ltd

Small Business of the Year

Little Wold Vineyard
Sponsor: MNA Group

Large Business of the Year

Morgan and Quinn Ltd
Sponsor: Goole Times

Training and Development

Snoots Pet Spa & Dog Grooming
Training Centre
Sponsor: Goole College

Charity of the Year

The Sobriety Project/Yorkshire Waterways
Associated British Ports

Contribution to the Community (Business)

Create TVT
Sponsor: H. Walton Ltd

Contribution to the Community (Not For Profit)

Howden Shire Hall Trust
Sponsor: Hull & Humber Chamber of Commerce

Environmentally Friendly

Wellvend Ltd T/As Contrac Lighting
Sponsor: East Riding of Yorkshire Council

Marketing Excellence

Wade Joinery Construction Services
Sponsor: Filplastic

The Tim Richardson Lifetime of Achievement Award

Shaun Pinchbeck, Heptonstalls Solicitors
Sponsor: Glews Garage

Overall Business of the Year

Morgan and Quinn Ltd
Sponsor: Link Agency

The organising committee and the Chamber are very grateful to the Sponsors of the Awards. The event is only made possible due to their support.

In turn, the Chamber would like to thank the organising committee for all their hard work, dedication and giving up their time to make the event a big success.

All in all, guests enjoyed a fantastic evening. For information about the 2020 version of this increasingly successful event please contact Shaun Pinchbeck on **01405 765661** or at **info@goolebusinessawards.co.uk** **www.goolebusinessawards.co.uk**



Gareth Alexander (left) and Jason Kay

Welcome to The Marketplace – A New Innovation in Lead Generation

The best business ideas often come from identifying processes and systems which no longer work; are out-dated or are too complicated.

This is what led business partners, Jason Kay and Gareth Alexander, to launch The Marketplace – an online portal giving live and flexible access to thousands of UK construction related leads.

Specialists in their field of procurement and supply chain management, with over 35 years experience in the construction industry, Jason and Gareth knew that there must be a far simpler way to access tenders and live leads, all in one place.

They launched The Marketplace to provide a flexible, simple and pro-active service, and to offer access to opportunities that traditionally would never even be advertised (95% of planning applications are for private works). They have also changed the game plan on the cost of using the system by moving away from the traditional model of minimum term subscriptions or annual contracts – a win, win for SMEs with tight budgets and the need for a flexible approach.

They began looking at how the construction industry finds leads, especially how they could help the SME market. It was clear that the systems currently available, which 'follow' contracts down the chain so that smaller companies can bid for sub-contracts, was seriously flawed.

The companies winning these larger contracts have done this type of work many times before, that's how they grew to the size they are. This means that they generally already have their supply chain in place, so when the smaller companies enquire about the sub-contract work, it's usually too late, the work has already been dished out.

Jason explains further benefits of how The Marketplace takes a different approach. "We have shown that The Marketplace process works and generates a steady stream of work opportunities direct to the clients' inbox every week. By using our planning leads database, you will know about opportunities before they go to tender/quote, allowing you to get to know the clients before they are even looking for your services. This pro-active approach means they will already know you when they are ready to buy and will ask you to price the work. All without becoming that annoying and often desperate 'salesperson'. How many times have you driven by a job, wishing you'd had the chance to quote? Building contacts with the right people, mastering the 'know, like and trust' process is vital.

"One of the principal ways this system differs from existing services, other than by drawing everything together in one place, is

that it includes archived records of planning applications. So you can see where previously completed works, such as a ten-year-old housing development, for example, may present new opportunities for the entrepreneurial contractor."

The system has been designed to be easy to use and by clicking on the 'common-sense' filters, users can adapt their search and drill down into the thousands of records on the Marketplace database. Take a simple search for conservatories that are more than 10 years old for example, that could bring up nuggets of information for a potential demand for a builder, electrician, furniture supplier, reflective heat film supplier and so on.

The Marketplace portal offers low-cost national access to the entire system on a rolling monthly basis for as long as you wish, with a seven day no quibble money back guarantee for all new users. Quarterly and annual subscriptions are also available.

To find out more, go to

<http://bit.ly/ConmagUK>

or call The Market Place on

01652 631510.

www.my-marketplace.co.uk

New Members

Ferriby Windows & Commercial Builders Ltd

Mrs Louise Smedley
Hull
01482 574949
Home Improvements

Garbutt & Elliott

Jeremy Oliver
York
01904 464 100
Accountants

**Great Yorkshire Radio/105.3 Seaside
FM/107.2 Great Driffield Radio**

John Harding
Driffield
01377 828121
Media

Harley PR

Nicky Harley
Beverley
07977 711703
Media & PR Agency

ImageData Group Limited

Darran Moulds
Willerby
07920 495524
*Innovative Data Driven Print & Visual
Communications*

iPortalis

Lydia Pyrah
Harrogate
0330 808 9500
Computer Software

Love's Last Gift

Nicola Moses FCMI
Swine
01482 787538
Funweral Celebrant & Advisor

M A Hydraulics Ltd

Duncan H Rhoades
Scunthorpe
01724 279508
Importers of Hydraulic Components

Moulded Foams Ltd

David Davies
Scunthorpe
01724 868153
Foam Manufacturer

Needlers Ltd

Nik Rilatt
Melton
01482 467500
PPE, Safety & Hygiene Suppliers

Neptune Sonar Ltd

Mrs Amy Wood
Driffield
01262 490234
Manufacturers of Underwater Sonar Equipment

Pipers Crisps

Joanne Boxshall D'ascenzo
Brigg
01652 686960
Crisp Manufacturer

Score Europe Ltd

Simon Winter
Hull
07944 551462
Valve Repair, Supply & Onsite Services

**The Hull & East Yorkshire Medical Research
Centre - Daisy Appeal**

Jane Kitson
Cottingham
01482 461909
Raising Funds to Enhance Medical Research

The Kerfoot Group

Alison Wilkinson
Northallerton
01609 766790
Food & Personal Care Oils

The Mortgage Corner Limited

Jacqueline Knapp
Hessle
01482 638366
Mortgage Brokers

The New Inn

Lewis Phillips
Grimsby
01469 569998
Inn/Boutique Hotel

Tiger Energy Ltd

Dave Stansfield
Hull
01482 770726
Energy Broker



Name:
Sophie Dees

Company:
Reality Solutions

Job Title:
Business Development
Director

What was your first job and what was the pay packet?

My first job was working in Café on Cleveland Street. I started when I was 13 washing dishes and serving tea, from 6am on Saturday and Sunday mornings for £40 per week.



What do you always carry with you to work?

My phone and purse. My phone so anyone can get a hold of me and with the amount of apps available for our software, I can work from anywhere. My purse because it has my money and at least one business card, you never know when you would need both.

What is the biggest challenge facing your business?

Brand Awareness and Staff, it's difficult in a thriving city of Technical and Accountancy companies to make sure your brand is well established online and offline. 2019 is the start of our plan to increase our brand across Hull and Yorkshire and train the right staff for our goals and business mission.

If you were Prime Minister, what one thing would you change to help business?

The one thing is everyone is awaiting a decision on, Brexit. Businesses need clarity.

What can you see from your office window?

Our work car park, and business units within our commercial business park, on Sutton Fields.

If you could do another job what would it be?

As clique as it is, I would not want another job now, however another lifestyle would be my goal. I have a serious passion for backpacking and travel in general, and I would love to do this again.

As a business person, what are your three main qualities?

Integrity – I'm a person who tries to achieve consistency and honesty within business and towards my colleagues. My opinions do not alter based on others opposing and I am always fair. I respect all people within my field and believe this has helped me achieved my goals so far.

Reliability – I am there for my customers and colleagues, during and outside work hours. I will always put in the effort and time for anyone who requires help or advice.

Confidence – I am confident in my thoughts, opinions and ideas. I take risks within my job and if I fail, I have the confidence to pick myself up and try and again. Which I believe is what makes a business successful. No one gets its right first time, every time.

What was your biggest mistake in business?

The biggest mistake I have made is trusting and hiring colleagues. Working with the right people does not always happen and can affect your mental health as well as issues within the business environment.

What advice would you give to aspiring entrepreneurs?

Never let someone tell you it can't be done, if your idea is not right keep perfecting it. The biggest regrets people have, is regretting what they did not do, not what they did.

Who do you admire most in business?

I admire a family member, they taught me from a young age hard work, persistence and maturity within stressful and difficult work situations make you rise above the rest and will be rewarded. They work 60 hours per week to provide and although they do not own a business, their work ethic, help and support made me the woman I am within business today.

Chamber Events Diary 2019

Members' Speed Networking and Lunch

Friday 26 April 2019
Willerby Manor, Hull
Sponsored by SoluTech

Chamber Northern Lincolnshire Business Awards

Friday 17 May 2019
Baths Hall, Scunthorpe

Chamber Expo 2019

Wednesday 5 June and Thursday 6 June 2019
Bonus Arena, Hull
Official Expo Sponsor 2019: SoluTech

Members Speed Networking and Lunch

Friday 12 July
Forest Pines Hotel & Golf Resort, Brigg

St. Leger Ladies Day with the Chamber

Friday 12 September 2019
Doncaster Racecourse

Members' Speed Networking and Lunch

Friday 27 September 2019
Rise Hall, Skirlaugh, East Yorkshire

Chamber Bridlington & Yorkshire Coast Business Awards

Friday 11 October 2019
Bridlington Spa

Members' Speed Networking and Lunch

Friday 18 October 2019
Ashbourne Hotel, Immingham

Members' Speed Networking and Lunch

Friday 29 November 2019
Mercure Grange Park, Willerby

Take advantage of your Chamber Membership to attend the wide range of events we organise to help you meet potential. Clients and develop valuable business relationships. Please note that dates are subject to change. An up-to-date events diary is available on our website

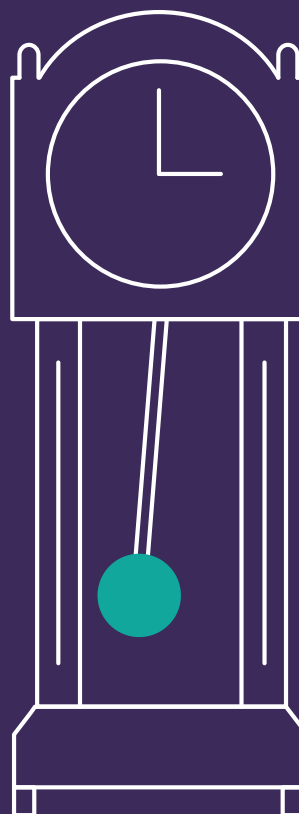
www.hull-humber-chamber.co.uk

They say it takes 10,000 hours to master something, when it comes to bridging loans we have 83,490.

We're the bridging loan experts.

Our expertise is delivered like clockwork, even if you have a complex case on your hands. We've been making thousands of bridging loan applications possible since 1985. So when it comes to support and help, we never miss a beat.

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togethermoney.com/fundingthegap
or call 0333 3559 286



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For professional intermediary use only. Includes commercial and regulated bridging loan applications over 33 years.

together.[®]



LINCOLN
SCIENCE &
INNOVATION
PARK

SCIENCE PARK DESIGN AND BUILD OPPORTUNITIES



Lincoln Science & Innovation Park is home to a thriving community of science and tech businesses in Lincoln city centre. Plots on Phase Two are now being released for medium and large knowledge-intensive businesses.

Bespoke developments for sole occupancy can range in size from 5,000 to 27,000 sq ft (500m² to 2,500m²) over six landscaped acres of the Park with access to its facilities and services.

ADVANTAGES OF LOCATING YOUR BUSINESS AT LINCOLN SCIENCE PARK

- > Be part of a successful, collaborative Science Park community
- > Co-locate with University of Lincoln researchers and technicians
- > Enjoy premium facilities and access to business networks, advice and academic expertise
- > Access students and graduates for internships and employment
- > Business networks and facilities at Boole Technology Centre
- > Dedicated parking and 24/7 security
- > Close to city centre amenities and transport hub.



t (44) 01522 437100
e enquiry@lincolnsciencepark.co.uk

Lincoln Science Innovation Park | Beavor Street | Lincoln LN6 7DJ

www.LSIPphase2.co.uk

