

BUSINESS INTELLIGENCE

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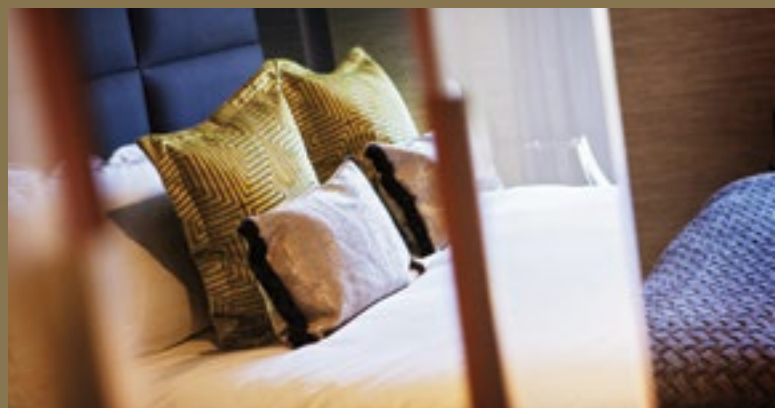
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Front Cover Image - Courtesy of Siemens - Full story - Page 30.



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Mukesh Tirkoti (red tie) and
 Tapan Mahapatra at Tapasya
 with dhol drummer Sunny Sethi.

Tapasya Planning For Festive Season After Anniversary Party

Indian restaurant Tapasya came alive to the sound of traditional dhol drumming as it welcomed guests to celebrate the first anniversary of the business.

Staff at the restaurant, which is on Beverley High Road in Hull, joined guests in dancing to the drums, and directors Tapan Mahapatra and Mukesh Tirkoti told how they are looking forward to building on the success of their first year.

Tapasya created more than 30 jobs when it opened following the transformation of the former Gas Flair showroom into a modern, stylish venue which draws its inspiration from the finest Indian restaurants in London.

It has since reached the finals of the Remarkable East Yorkshire Tourism Awards and made its mark in the regional business community by joining the Chamber.

The restaurant has appeared twice at the Yum! Festival of Food and Drink, which is organised by HullBID, and it became the first Asian restaurant to host Devil's Kitchen, with teams from Barclays Bank and Baker Tilly chartered accountants testing their culinary skills to raise money for the Smile Foundation.

Tapan, a renowned Onco-plastic Breast Surgeon at Castle Hill Hospital in Cottingham and Spire Hospital in Anlaby, said: "We opened Tapasya because we wanted to bring the experience of Indian fine dining to Hull and we organised this event to celebrate with some of the people who have helped to make our first year such a success.

"We plan to have many more special occasions in the future, starting with festive celebrations which are already attracting a lot of bookings."

To find out more about Tapasya visit www.tapasya.org.uk



Dinner And An Evening With Rachel Green

Fine food, beautiful surroundings and good company were on the menu for the ladies of the Hull and Humber Chamber of Commerce, as they attended a fabulous night of informal business networking.

Organised by Anne Tate, the women Members of the Chamber were invited along to a special event, hosted and catered by Lincolnshire celebrity chef, Rachel Green, at her home in the beautiful village of Tealby.

Over 20 Members joined in the networking opportunity and engaged in chat with business friends. Anne Tate explained: "I wanted an opportunity for Chamber business women to meet and network informally, with a chance to experience some top class cooking in the wonderful ambience of Rachel Green's home."

Rachel is renowned within Lincolnshire and the surrounding areas for her passionate approach to cooking, and for championing the excellent produce of Lincolnshire across the UK. In addition to catering events, Rachel appears on television, radio and in magazines, including Hello magazine, and performs cookery demonstrations around the country. Not only did Rachel welcome the Chamber into her home, but she catered the evening too.

Guests were greeted with a glass of Pimms or Belvoir Fruit Farms' Elderflower Pressé, and canapés of courgette, black olive, mint and feta fritters, served with lemon aioli. The table was set with bright linens and rustic centrepieces which included flowers picked from Rachel's own garden. The food was sourced just as close to home, with herbs and vegetables being freshly picked from the garden too.

The menu for the night featured gravolax and Grimsby smoked salmon with pickled cucumber, roasted beets, summer leaves and a horseradish

buttermilk, followed by a main course of Lebanese spiced chicken with Rachel's own sweet tomato dressing and pink fir apple potatoes, with summer greens stir-fried with garlic and chilli. For dessert, the Members enjoyed a summer fruit pudding with roasted gooseberries and clotted cream.

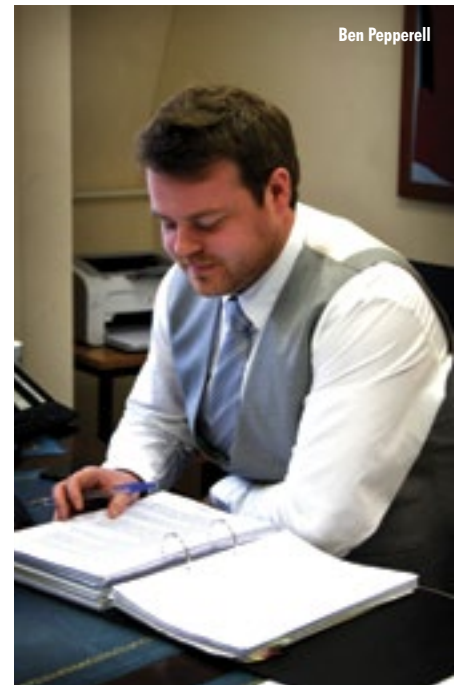
After dining, Rachel joined the party for mint tea and white chocolate truffles to discuss her career and what inspires her cooking, speaking about the variety and quality of local produce, and sharing her top tips for recreating the night's dishes at home, which the guests were very interested in hearing.

Amanda Austin, the Chamber's Chairman for North East Lincolnshire and Centre Director of Freshney Place in Grimsby, said: "Tonight has been great. We have strong Members, good business women who like to network with each other, and this was something different that everyone enjoyed. We felt very welcome, like we were a part of her home, and the food was just fantastic."

Anne continued: "I'm really pleased with the way the evening has gone, it's been a real buzz. Judging by the noise levels, it seems everybody enjoyed the night and made some new friends."

Also in attendance was Sarah Bratton, Service and Sales Manager at HSBC, Victoria Street, Grimsby branch. She said: "It's been a very unique experience. I feel very honoured to be invited into Rachel's home, sharing her garden. It's been a very relaxed and informal evening with fantastic food and company."

After the evening had concluded, Rachel said: "It's been a huge privilege to prepare food for an amazing set of women. I love what I do and what I personally gain; friendship, inspiration, and seeing people enjoy my home."



Ben Pepperell

Company Shortlisted For Awards

Pepperells Solicitors has been shortlisted for two Law Society Awards for Excellence.

Fiona Buchanan, who works in the Family Department, has been shortlisted for Solicitor Advocate of the Year.

Fiona is a solicitor with Higher Rights of Audience (Civil) and a member of SAHCA. She is an accredited member of the Law Society Children Panel.

The second award for which Pepperells are shortlisted is the award for Excellence in Marketing and Communications.

This nomination relates to Pepperells contribution to Humber Biz Week. During Biz Week they organised and ran 'The Investment Games' which gave local people with a good business idea the opportunity to apply for up to £50,000 of Funding and business support to get their Business off the ground. At least two new businesses have started up as a result of this event.

Ben Pepperell, a Partner at Pepperells, said: "Our idea and objective for this event was our way of giving back something to the local community within which we all participate and strive to succeed."

The winners of the awards will be announced in October.



The following Top 10 Tips are an excellent starting point when seeking investment for your business:

1. Develop a strong business plan which succinctly captures the investment opportunity. Details of the funding requirement and where monies will be spent to achieve key objectives need to be clearly articulated in the plan.
2. Identify the level of funding you require and include comprehensive details of the funding requirement.
3. Present your business in the best possible light when submitting an application for funding. Showcase why the company was set-up and highlight key successes to date.
4. Balance the risk profile of the investment against the wider benefits that it will create. For example, this may include the increased turnover, profitability, employment opportunities, new product developments and new market opportunities.
5. Establish a strong management team that will work with investors to deliver the business plan. Investors don't want to run your business, they want to help it grow.
6. Show how the management team will be able to achieve their forecasts, which ultimately drive the returns for investors.
7. At all times make the investors come away from discussions with a strong indication that your business is a suitable investment for them. Finance providers invest in the team rather than the company, so win over their trust.
8. Always seek professional advice and views in writing the business plan as this could make the difference between success and failure.
9. Meet and build relationships with intermediaries such as accountants, business advisors, banks and law firms. Believe me, a strong network will prove to be invaluable.
10. Get your facts together. Know every part of your business, where you aim to take it and what you need to get it there. Sounds obvious but you'd be surprised how sometimes the simple things can be forgotten.

Top Ten Tips For Business Investment

Alex McWhirter, Chief Executive of Finance Yorkshire, gives his guidance on how SMEs should approach securing investment in their businesses.

As the upturn in the economy continues, businesses across Yorkshire and the Humber are regaining confidence and increasingly considering how best to seek investment in order for them to grow, create jobs, develop new products and expand their markets.

Finance Yorkshire, alongside other investors including banks, makes investments in SMEs across a range of sectors, supporting them in their growth and development plans.

To date, Finance Yorkshire has made 641 investments in Yorkshire and Humber companies, totalling more than £80 million.

Finance Yorkshire provides Seedcorn, Business Loan and Equity Linked investments, ranging from £15,000 to £2 million to help a range of small and medium sized businesses to meet their funding requirements for growth and development.

Finance Yorkshire is supported financially by the European Union. It has attracted £30million investment from the European Regional Development Fund (ERDF) as part of Europe's support for the region's economic development through the Yorkshire and Humber ERDF Programme, £15million from UK Government and £45million match funding from the European Investment Bank.



For more information about Finance Yorkshire, please visit www.finance-yorkshire.com or call 0845 649 0000.



The Top Five Things Which The Hull & Humber Chamber Of Commerce Grant Helped Fund...

The Chamber's Henry Samman Endowment Fund offers grants to students to help them with their studies abroad. SARAH HEWERDINE was a recent beneficiary of a grant, and here she explains how the money has helped her.

WHEN I heard I was to receive a grant from the Hull and Humber Chamber of Commerce's Henry Samman Fund, I was overwhelmed with excitement. It meant that I could get so much more out of my time in America. Below I have listed the five main opportunities I was able to take advantage of as a result of being awarded the grant.

1. The first use of my money was on my textbooks. I decided to purchase some university textbooks and they have proved not just valuable for university, but something I feel I will refer to later in life. One book I was assigned to read was Dale Carnegie's 'How to Win Friends and Influence People'. It was an absolutely fantastic read; I've read it twice already and will most certainly be reading it again. I thoroughly recommend this book to anyone. Without the funding, I would have only been able to afford to rent these books and would not have had the benefit of them for many years to come.



2. I was able to attend events with keynote speakers such as the Head of Global Marketing for Spotify, Steve Savoca. I found the talk very informative, as it covered both the current market place, and its future problems that Spotify envisage having to face. This event was made all the more enjoyable and relevant because Steve Savoca had also spent part of his degree study abroad, as I'm doing.
3. I had the opportunity to attend a speaker event which featured Jalen Rose, a former NBA Basketball player, who now works for ESPN. He shared with us his life story and how he transformed himself from a 'broke Basketball player' to a Basketball champion and then a successful businessman. He focused on the need for students to take advantage of every opportunity given to them from their universities; leadership workshops, mentors and networking events. This event was of particular interest to me, as Jalen Rose dedicated a specific section of his talk to twenty-something year olds and enabling them to better their futures. This helped me understand the different ways in which people approach business and gave me an insight into Anglo-American business relations.
4. Another portion of the Henry Samman Fund grant allowed me to attend a business trip to New York to visit a wedding fair and meet the many different vendors. I met a variety of people, all from different backgrounds, who shared their stories with me and explained how they got to where they are now. I got a good idea of what goes into wedding planning and the costs involved which stem from the vendors. I was also able to look over numerous contracts which highlighted the importance of a keen attention to detail. I met with a catering manager and was able to discuss catering costs for a typical wedding of 100 people, including staffing costs.
5. As a result of studying wedding planning at my university in New Haven, I decided to arrange work experience with a business within this sector. In late May I undertook work experience with a bridal jewellery company in San Francisco, California. Here I carried out many admin tasks as well as making the jewellery, packaging and dispatching the products. I found the process of delivery very interesting in a small business as these are tasks carried out in a large business; however I was able to see it on a smaller scale. The money helped me to pay for accommodation in San Francisco and contributed to my transport expenses over there. While in San Francisco I also visited San Jose, where the Google campus is and was able to tour the campus and learn about the business.

I can't thank the Hull & Humber Chamber of Commerce enough for awarding me the grant as I would never have been able to travel over to California and participate in the work experience.

I have had a truly amazing experience while in America and I can't wait to see what else the coming months hold for me. I would like to thank the Trustees of the Henry Samman Fund for the grant and say how appreciative I am of being chosen. I do hope you like hearing about how useful the money was for me in gaining extra-curricular experience and knowledge.

Chamber Referral Aids AA Global Expansion

A major backer of the Chamber's international trade department has doubled its army of locally-based translators and interpreters during the last 12 months.

AA Global Language Services Ltd has also increased its permanent staff in Hull having secured new contracts in the public and private sectors.

Chief Executive Kirk Akdemir said the growth shows the company made the right move by expanding to Hull more than two years ago. He added that while the company's headquarters is in Worcester, Hull is now the centre for interpretation services.

AA Global has a permanent staff of 14 and a team of nearly 5,000 freelance translators and

interpreters worldwide. The current expansion has been driven by the company's continuing success in securing public sector contracts and by a surge of private sector activity – including a referral from the Chamber after Imerys Minerals Ltd at Beverley sought help in finding translation services.

Daniel Selkirk, Sales Manager at Imerys Minerals, said: "We work in French and German in-house but we needed someone to translate some health and safety documentation into Romanian and Bulgarian.

"We didn't know anybody but the Chamber put us in touch with AA Global, which was fantastic. We even qualified for a discount through being Members of the Chamber."

Kirk said: "During the last 12 months we have doubled the number of freelance translators and interpreters in the Hull area to 200, we have increased our permanent team here to six and we have moved the management of interpretation services from Worcester to Hull.

"This expansion is the result of winning public sector contracts with clients including, most



Kirk Akdemir outside the AA Global offices at Hull Marina

recently, Solihull Metropolitan Borough Council, but we are also securing more private sector work, and the project with Imerys is a good example of that."

Believing In The Power Of Music Theatre To Transform Lives

Castaway Goole has recently joined Hull and Humber Chamber of Commerce in order to raise its profile, not only amongst the community at large, but also local businesses.

Castaway Goole provides performing, leisure and training opportunities in music, drama, dance and digital technology for adults and young people with learning and physical disabilities, autistic spectrum conditions, sensory impairment and mental health difficulties. Castaway enables a group of around 100 participants from around the region to choose and access enjoyable, high quality arts experiences.

The organised activities enhance the physical health and well-being of the members as well as help to build confidence, increase self-esteem and enhance lives.

Castaway Goole became a registered charity in 2007 and was granted the Queen's Award in June 2012, her Jubilee year, in recognition of their 50 or so volunteers' contribution to 'Using music

theatre to provide life-enhancing opportunities for adults and young people with learning and physical disabilities'

In order to survive, Castaway Goole not only relies on various grants and the fantastic support of the local community and volunteers, but also on financial support from individuals and businesses who are known as 'Friends of Castaway' and pledge financial support annually.

Individuals pay £10 per annum to be a friend of 'Castaway' and there are three levels of sponsorship for businesses of Bronze - £50 per annum, Silver - £100 per annum, Gold- £250 per annum

For more information on how you can help this worthy local cause please contact Castaway Goole on **01405 761423** or email **info@castaway-goole.co.uk**

New Small Business Solution From XPS

XPS Solutions are a Hull-based IT solutions provider. They are recognised for providing industry-leading products and services delivered by their highly skilled IT services team to organisations of all sizes and have launched their Small Business Solution.

The idea behind the scheme is to offer corporate level IT systems to the smaller business, without the huge cost outlay normally associated with these types of solutions. XPS would perform an initial assessment free of charge to determine how your business could benefit. Once this has been ascertained all IT covering hardware, software, installation and support can be simply covered with a simple monthly charge.

Nick Hilton of XPS said: "Making the step to IT based systems isn't just about buying PCs and some software, It's about deploying best fit systems to manage your business that will give you a competitive edge".

Call **01482 801385** or visit the website for more information **www.xps-ltd.com**



DO YOU WANT TO MAKE MORE MONEY, GROW YOUR SALES OR HAVE MORE TIME OUTSIDE WORK?

If so, you're not alone. Most business owners I talk to had a dream when they started out; to run a business that makes lots of money, gives them independence and financial freedom and enables them to work in a business they understand and enjoy.

However, the reality of business life is that things are often a lot tougher than that. My own experience of owning and running 3 businesses taught me that. But coaching can provide the route to a better planned, faster growing and much more profitable business. The way it works is by applying the fundamentals of all great businesses to your knowledge and understanding of the specifics of your business and sector.

Those fundamentals have been extracted from the experience gained within ActionCOACH, a global coaching firm with 950 offices in 42 countries. The basic principles are; maximising profits from existing sales; knowing how to

consistently grow revenues through effective sales and marketing; implementing systems to run the business so that your people run the systems; and recruiting and motivating fantastic people and moulding them into a team.

Business coaching is not for the faint hearted or the uncommitted. It is for those who have a sound business who want to grow and develop into bigger, more profitable operations with a clear vision of what their future holds.

If you too want to grow your profits by more than 400%, as some of my existing clients have done, then do call or email, without any obligation, to find out when my next seminar near to you will be or to talk through what coaching could do for you and your business.

ActionCOACH
business coaching



Matthew Atkin

Coach to the WINNER UK Overall Best Business Award 2013

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Jade Woodfield alongside Strawberry
Directors James Greenwood and Dominic Love

StrawberryToo Appoints Creative Director

StrawberryToo, Hull's newest design and digital agency, has appointed Jade Woodfield, 23, as its Creative Director. Jade takes up the role after joining Strawberry as an apprentice just five years ago and will manage the agency alongside Strawberry Directors James Greenwood and Dominic Love.

Jade's appointment marks the latest stage in the launch of StrawberryToo, which was set up by local marketing agency, Strawberry, to employ, train and mentor local talent in a real working environment. Strawberry has been on the lookout for a team of four creative apprentices and graduates to staff its new agency, which will cater for local SMEs. The first stage of interviews attracted 60 school, college and university leavers, who were all keen to take their first step into the industry.

Prior to her appointment as StrawberryToo's Creative Director, Jade was a Designer in the Strawberry creative studio. She joined Strawberry in 2009 as an apprentice from Hull Business Training Centre after completing her A-Levels at Wolfreton Sixth Form. In 2010, she completed her apprenticeship and was

given a full time position at Strawberry. Later that year, Jade was also named 'Outstanding Young Achiever in Education and Business' in the Hull Daily Mail Business Awards as a result of her hard work and achievements during her apprenticeship.

Over the past five years Jade has honed her graphic design skills and gradually taken on more responsibility as her career has progressed, such as scheduling jobs in the design studio, overseeing several key client accounts and managing Strawberry's busy work experience programme, The Strawberry Academy.

Jade said: "I'm extremely proud to have come from being trialled as an apprentice at Strawberry in 2009 to being appointed the Creative Director of StrawberryToo in 2014. I'm really looking forward to managing a new team of talented creatives who are at the start of their careers. I know exactly what they will be going through and how they will be feeling so hopefully I'll be able to pass on some of the wisdom I've learnt along the way."



Celebrating Ten Year Anniversary of Yorkshire Brand BOURNE

Launched in 2004, BOURNE firstly designed and manufactured high-end shoes and handbags for clients such as Harvey Nichols, Selfridges, ASOS, Kurt Geiger and independent boutiques all over the world.

2012 saw the introduction of a stylish, contemporary garment collection which, despite testing economic conditions, was received with great enthusiasm and continues to gather pace.

The business is a family run affair. Sarah Lambourne established the business alongside partner Massimo Di Micco. Sarah's brother, Michael, heads up sales, sister Lizzie designs the shoes and accessories and mother Pat, manages Sarah's private label division making shoes for well-known high street brands such as Karen Millen, Reiss and L.K. Bennett.

Today the team consist of eight hardworking individuals, all committed to the success of the business.

To mark the ten year milestone, BOURNE opened a new retail store in King Street, Cottingham. The boutique will offer 1250 square feet of contemporary fashion from a handpicked range of international and home grown brands such as Twist & Tango, Almost Famous, Oui, Second Female, Selected Femme and Numph. Gorgeous statement handbags have been sourced from cool Danish brand, Becksondergaard and, Pippa Middleton's favourite, Modalu. Finishing touches take the form of glamorous jewellery from Dyrberg Kern and more vintage inspired pieces from award winning London brand, Cinderella B. These are just a few of the labels BOURNE will carry, many of them being exclusive to the area, making it the 'go to' boutique for modern, stylish women of East Yorkshire.

Autumn Winds Of Change For Employment Law



The nights have drawn in and the leaves have dropped; autumn is well and truly here.

Along with the seasonal changes, there are a number of changes to employment law which came into effect this autumn, as Teresa Thomas, partner and specialist employment lawyer at Wilkin Chapman Solicitors, explains:

From 1 of October fathers gained the right to take unpaid time off to attend antenatal appointments. The Children and Families Act 2014 enables expectant fathers, and partners (including same sex) of pregnant women, to take time off work to attend two antenatal appointments with the expectant mother; these changes were announced in a government press release in March of this year. If time off is refused by the employer - or hirer (in the case of an agency worker) - a complaint can be made to the Employment Tribunal within a three month period. If the complaint is upheld by the Tribunal they will make

a declaration and award compensation at twice the hourly rate for each hour the person would have taken off. Employees and agency workers are also protected from detriments they may suffer as a result of exercising their rights.

Commenting on these changes, Teresa says: "This legislation has been designed to achieve the Government's aim of greater involvement of both parents from the earliest stages of pregnancy. Whether fathers will take up this right, as it is only to unpaid leave, remains to be seen."

The rates for the national minimum wage increased in line with the Low Pay Commission's recommendations to government with effect from 1 October. For workers aged 21 and over, the rate rose from £6.31 to £6.50 per hour, and for 18-20 year olds the rate increased from £5.03

to £5.13. For younger workers – those aged 16-17 years old – the rate changed from £3.72 to £3.79 per hour, and for apprentices (under the age of 19, or 19 and over who are in the first year of their apprenticeship) the rate increased from £2.68 to £2.73."

There have also been changes to the Employment Tribunal process when it comes to equal pay claims. Employment Tribunals are now required to order an equal pay audit where the employer has lost an equal pay claim – except in a small number of prescribed circumstances. This applies to any equal pay complaints presented on or after 1 October 2014.

Teresa adds: "With these changes it very important that employers understand what is required of them, as failure to comply with the relevant legislation can result in a lengthy dispute process and heavy financial penalties. If an employer is unsure about how the changes may affect them and wants to avoid any penalties, contacting an employment law specialist such as Wilkin Chapman Grange is recommended."



For further details contact Teresa Thomas at Wilkin Chapman either by phone **01472 262626** or by email **tthomas@wilkinchapman.co.uk**

Website: **www.wilkinchapman.co.uk**

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Record Year For HETA as New Head Takes Up Post

Humberside Engineering Training Association (HETA) has embarked on a record year for recruitment under the leadership of a new Chief Executive.

The company marked the start of a new academic year by recruiting a record number of apprentices at its Hull site on Sutton Fields Industrial Estate.

HETA also agreed, in principle, a three-year deal to continue to operate at the CATCH site at Stallingborough, which houses a further 50 apprentices. In addition, the company has invested in a new centre at Foxhills Industrial Estate, Scunthorpe, where 45 people have started their apprenticeships.

Iain Elliott, who joined HETA as Chief Executive during the summer, said the company will continue to work in partnership with employers and with other training providers to develop the region's skills base.

He said: "Vocational and technical training is a vital component in the growth of the Humber's industrial base and HETA has a long established and well-earned reputation for delivering the best.

"I am very excited to be given the opportunity to work with such a dedicated and talented group of people at HETA. I want to help them take the company forward and continue to make a major contribution to the technical skills required in the Hull and Humber region."

Iain is from East Yorkshire and returns to the area having worked in management in the media industry and further education around the UK.

James McIntosh, HETA's Business Development and Marketing Manager, said: "Our aim is to continue to be the region's number one engineering training provider and to capitalise on that in new areas both geographically and in terms of the range of training we deliver.

"The region's engineering and manufacturing companies are recruiting more apprentices than ever, with renewables a major opportunity, and HETA is perfectly placed to capitalise on that."



HullBID Secures Backing of Healthy High Streets

Hull has been selected for a scheme aimed at breathing life back into the nation's high streets as a result of work by HullBID.

The Healthy High Streets campaign, launched by Business In The Community and backed by some of the country's biggest companies, selected Hull to pilot the venture after a proposal from Kathryn Shillito, HullBID City Centre Manager.

The objectives are to increase footfall, reduce the number of empty retail units and provide jobs. HullBID will partner with local representatives of Boots UK, the Co-operative Group, Marks and Spencer and Santander to encourage new businesses within the city centre.

Kathryn outlined the plans at the latest HullBID networking event, which also studied opportunities presented by the high-tech work of Hull's Centre for Digital Innovation (C4DI) and the Freedom Festival.

Kathryn said the thread between all the initiatives and activities is the commitment to generating opportunities for businesses by improving the

physical and virtual environment in which they work.

She said: "It is about working in partnership and engaging with people to tell them how great Hull is and what is happening here.

"The Yum Festival was a phenomenal event and there is no doubt that it helped get people into the city centre. Trinity Festival featured six bars when it started three years ago and this year involved 28 different venues as well as a main stage.

"The Christmas campaign will again feature a Victorian Christmas event, in partnership with Hull Museums and Heritage Learning Services, plus an extended Santa parade in conjunction with Princes Quay Shopping Centre, which will cover more of the city centre than in the past.

"Our campaign will be about getting people into Hull to show them the attractions. There are not many cities that have three shopping centres and two Victorian arcades."

The picture above shows HullBID City Centre Manager Kathryn Shillito (centre) with (from left) Nancy Smith, Manager of Marks & Spencer in Hull, Claire Suggitt, Manager of Princes Quay Shopping Centre, Charlotte O'Hara, Manager of Boots in Whitefriargate, Hull, and Richard Harrison, Local Business Manager at Santander in King Edward Street, Hull.



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Introducing the Hull 2020 Champions

Could your business help create a healthier Hull?

Launched in August 2014, the Hull 2020 Partnership has the aim that 'by 2020 we will work together better to enable the people of Hull to improve their own health and wellbeing and to achieve their aspirations for the future.'

Involving local people, businesses and other organisations is vital to the success of Hull 2020 and this has led to the creation of the Hull 2020 Champions programme. Anyone living or working in Hull can be a Hull 2020 Champion. The programme supports local people to achieve their personal and community goals - in the spirit of the Hull 2020 vision of making a better future together.

We would be interested in hearing from local businesses interested in supporting community-led action.

The **community kick-starter** is a great way for businesses to support activists and make a positive difference. Having developed a project plan to meet a local health and social need, the Hull 2020 Champions will use the community kick-starter to crowd-source support and resources to make this happen – this might include buildings, meeting rooms, skills, funding, tools, volunteers, beneficiaries, or a partner to work alongside.

Hull 2020 Champions seeking support through the community kick-starter include:

Ian who wants to reduce discrimination against disabled people through education.

Steve who wants to use theatre to help others manage mental health problems.

Georgia who wants to help young people engage with community-based projects on their terms.

Simon who wants to bring his community together to increase self-esteem and inclusion.

Charlie who wants others to overcome inter-generational culture of not learning to swim.

Andrew who wants to create a support group for the 'employed, but unhappy' to help improve wellbeing.

Debbi who is concerned that malnutrition exists in St Andrew's ward and wants to do something about it.

Tony who is concerned about the social 'lifecycle' for older people in his community.

Visit www.hullchampions.org for a list of community kick-starter projects that could potentially support corporate social responsibility aspirations, with a devoted Hull 2020 champion to put this backing to great use.

We want to strengthen the community through capability sharing, best practice and skills-based events as well as access to free resources.

Through working with the Hull 2020 champions, we have identified some gaps in skills and knowledge which include: health and safety knowledge, basic accounting, and marketing. We are seeking support from businesses willing to contribute some time to attend one of our Hull 2020 Champions get-togethers to provide introductory training on these and other areas.

We want to inspire individuals and communities to reach for the best.

The new My 2020 Vision Tool at www.hull2020champions.org aims to raise aspiration amongst people in Hull to want more from their lives, or the services and community around them.

And finally, we are celebrating the work people are doing to improve lives for themselves and the communities in which they live.

We are looking for businesses, educational establishments and creative people to work with Hull 2020 Champions to find effective ways of 'telling their story' via the media, online and through community-based events.

The Hull 2020 Champions project is commissioned by **NHS Hull Clinical Commissioning Group** on behalf of the Hull 2020 partnership.

Contact the Hull 2020 Partnership team
Email: HULLCCG.contactus@nhs.net
Telephone: (01482) 344700
Follow us at @HullChampions & @Hull2020





Chamber President Tim Durkin thanks KC Call Centre's Steve Allbones for their Sponsorship



(L-R) Dr Kelly, Scunthorpe MP Nic Dakin, Brigg and Goole MP Andrew Percy, Claire Perry and Cleethorpes and Grimsby MPs Martin Vickers and Austin Mitchell

Lobby Sparks Additional Commitment From Minister

Transport Minister Claire Perry has agreed to a study to look at the case for electrifying the rail line from Doncaster to Cleethorpes following a strong lobby from the Chamber and the area's Southbank MPs.

Hull & Humber Chamber Chief Executive Dr Ian Kelly joined a delegation of the four South bank MPs in Westminster to lobby the Transport Minister Claire Perry on the case for keeping a direct rail link from Cleethorpes to Manchester Airport in the next set of rail franchise arrangements.

The Minister showed a strong understanding of the concerns raised by the Chamber and the four MPs, which included Nic Dakin, Andrew Percy, Martin Vickers and Austin Mitchell.

After the meeting, Dr Kelly said: "The evidence the Chamber and our two South bank authority leaders, Chris Shaw and Liz Redfern, gave to the House of Commons Transport Select Committee and our MPs' meeting with the Minister has strongly reinforced the importance our area puts on keeping both the direct rail link from Cleethorpes to Manchester Airport and scoping the Cleethorpes to Doncaster line for future electrification.

The Minister has also pledged to visit the Northern Lincolnshire area in October which will provide another opportunity to reinforce the importance of the direct rail service in particular.

'Buzzing' Chamber Networking Event

The Chamber held one of its core events at the end of September – Members' Network Lunch and Speed Networking.

Taking place at the superb location of the Tickton Grange Hotel, just north of Beverley, an excellent turnout of 130 Members, in total, enjoyed a buzzing and fruitful event. With 80 people at the Lunch and 78 on the Speed Networking, each person met numerous business contacts, with those doing both events meeting around 40 fellow Members.

These are friendly and informal occasions, which provide a great opportunity to meet many business people face-to-face. In an era of increasing IT generated communication, this is a great benefit of Chamber events.

Sponsors of the occasion were KC Contact Centres, part of KCOM. KC Contact Centres are contact centre and call management experts. An award winning outsourced call centre based in Hull, KC Contact Centres have an impressive history of not only delivering but exceeding their

clients' commercial objectives. The company are able to bring an end-to-end solution that delivers for all organisations.

KC Contact Centres also Sponsored the Members' Network Lunch and Speed Networking at Forest Pines Hotel on Friday 24th October.

The Chamber is grateful to for their support in providing these events.

For further information about Chamber events, including Sponsorship opportunities, please contact Bruce Massie on **01482 324976** or at b.massie@hull-humber-chamber.co.uk for North Bank events, or Anne Tate on **01472 342981** or at a.tate@hull-humber-chamber.co.uk for South Bank events.



The Chamber's Bruce Massie (5th left) presents Tony van der Vliet, St. Stephen's Deputy Centre Manager, with the Regional Sustainability Award Winners Certificate

Members Successful at British Chamber Awards 2014

Hull and Humber Chamber Member companies are celebrating after being crowned winners in the Yorkshire and Humber regional heats of the British Chambers of Commerce (BCC) Awards 2014.

The Awards, now in its 11th year, is a highlight of the business calendar, showcasing the pivotal role local businesses play in the UK's continuing growth story.

- Achievement in International Business – Ramsden International of Grimsby, a Food Manufacture/ Distribution company
- Commitment to People Development – Sylvester Keal of Grimsby, who carry out Sales and Repairs of Catering Equipment & Hygiene Supplies
- Entrepreneur of the Year - Sean Ramsden of Ramsden International
- The Sustainability Award - St Stephen's Shopping Centre, Hull

Having succeeded in the regional heats the four winners will now go forward to represent Yorkshire and the

Humber in the national finals, which take place on 27th November at the Pavilion at the Tower of London.

Nora Senior, President of the British Chambers of Commerce (BCC) said:

"As the UK economy continues to go from strength to strength, it is great to meet so many inspirational businesses in our network that are tirelessly driving the growth agenda. Their determination and creativity, and the positive impact they are having on their local communities never fails to impress me.

"These businesses are hungry for growth, constantly seeking new opportunities in local and global economies, creating new products for market, and sharing best practice with their peers. These businesses play a crucial role in creating a balanced and prosperous economy, and one that is admired on the global stage.

"The Chamber Awards, now in its eleventh year, is the perfect platform to showcase and celebrate the amazing work of UK firms across the country."

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Director Noel Johnson said the accreditation confirmed the standard of training delivered by Prospect Training was of industry standard.

"We know our courses are of a high standard and so do the employers we work with, but it is great to have the backing of a professionally recognised body to emphasise further the quality training we offer, and provide professional recognition for our apprentices" said Noel.

"For some larger companies it is essential that we have that professional standard. It just confirms we are working towards the highest level that is expected within the engineering industry."

Apprentices who complete their qualifications will be eligible for individual membership of the IMechE which is seen favourably by employers.



Prospect Training has engineering apprenticeship job vacancies available now, working for local employers, and backed with industry standard training courses, which started in July.

These include electrical and mechanical engineering, fabrication and welding and multi-skilled engineers.

"Local employers are looking for people who want a career in engineering and the Apprenticeship is

the first step down that path," said Noel.

"We have a vast range of vacancies available and with recent announcements from the renewable sector it's a great time to become an engineer."



Making Staff Benefits Work Harder For You

At a time when salaries are being frozen, or even cut, employers are increasingly looking for more cost effective ways to strengthen their employee benefits packages.

The perks on offer can often be a deciding factor when applying for a new job. As well as helping with recruitment, they can also boost employee retention as they reward staff for their hard work and loyalty.

Health cash plans and hospital treatment insurance, which offers prompt access to private surgical and medical procedures at an affordable price, can significantly enhance a company's employee benefits package. With NHS waiting lists continuing to grow and the ongoing issues around getting a GP appointment, health cover is becoming an

increasingly relevant benefit that is valued by employees.

Westfield Health's Chamber Primary Health Plan, which is available to all accredited and affiliated Members of the British Chamber of Commerce, is mutually beneficial for employers and employees. Staff can receive money back towards everyday healthcare bills such as optical, dental, therapy treatments and diagnostic consultations, plus access to valuable services such as MRI, CT and PET scanning, counselling and DoctorLine™ - the GP telephone and webcam consultation service.

When combined with hospital treatment insurance, the Chamber Plan provides a continuous health package offering everyday health cover, essential diagnostics and access to

private surgery – from just £6.47 per employee, per month.

Research from Employee Benefits has found that more than 60 per cent of employers believe offering healthcare benefits has been most successful in helping them to be seen as a caring employer.

The study also found that maintaining the health and welfare of employees continues to be one of the top objectives for employers, alongside improving employee engagement.

For more information about Westfield Health's corporate health cover, visit www.westfieldhealth.com or call **0845 602 1629**, available 8am to 6pm, Monday to Friday.

Getting the Healthy Message

Company bosses are increasingly coming to realise that a healthy workplace has many benefits for their businesses

In the past, when people thought about health in the workplace, they mostly envisaged health and safety, but recently there has been growing concern about good work-life balance as well.

According to ACAS, the benefits of promoting a healthy workplace include more motivated workers, improved customer service, fewer absences and greater creativity.

The organisation advises companies to have in place effective policies for managing people

issues, high levels of trust between employees and managers and line managers who are confident and trained in people skills

ACAS also says that a healthy workplace is one where workers feel valued and involved in decisions.

The organisation advocates managers who identify problems at an early stage and seek to resolve them using informal methods.

It says that such companies make use of appropriate health services, such as: occupational health, where practical, to keep employers healthy and get them back to work quickly if they do have problems.

ACAS says it helps if managers have been trained so that they know how to manage common health problems such as mental health and musculoskeletal disorders

Another suggestion from health advisors is healthy options in the canteen, including plenty of salads and fruit.

As for employees, NHS experts say they must play their part to support the company.

The NHS say that knowing how to deal with pressure at work is critical and its advice includes



learning to identify the symptoms of stress as well as learning to prioritise your workload.

Certainly, if you work on a computer a lot, it's important to take regular breaks. That means for every hour at your keyboard you should rest for at least five to ten minutes.

The need for regular exercise is also advised by occupational health experts, whose suggestions include walking over to someone's desk at work rather than speaking to them by phone, take the stairs instead of the lift and using your lunch break to exercise.



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Mental Health Charity Means Business

For over thirty years, Hull & East Yorkshire Mind (HEY Mind) has been committed to improving the mental health of people in the area. Yet still, many often overlook the major contribution that the charity makes to local businesses in the region and the wider economy.

A major employer with over 60 staff, that pumps £1.3 million per annum into the economy every year, HEY Mind has recently relocated to new headquarters at Wellington House on Beverley Road, Hull.

The move, which will enable the charity to provide a more modern and accessible service, is also expected to reduce HEY Mind's outgoings by more than £47,000 per year – a vital saving for the charity, as Greg Aitken, CEO of HEY Mind, explains:

"Whilst we are first and foremost a charity, whose primary aim is to offer an exceptional level of service to the people we support, the running of HEY Mind has to be considered from a business perspective too.

"Like all businesses, we've felt the effects of the economic downturn – securing donations, sponsorship, grants and regular contracts from the public sector has become significantly more challenging in recent times, placing even more pressure on our resources.

"The move to Wellington House not only complements our strategic financial plan for 2014 through to 2017, but also gives us the scope to develop the building and expand our service offering for the residents and businesses of Hull and East Yorkshire."

Most recently, the charity has launched a campaign to encourage some of the region's leading employers to create a healthy, happy and productive workforce.

HEY Mind believes that employers who actively encourage good mental health in their workplace are experiencing increased efficiencies, reducing staff turnover and reaping the rewards of a positive workplace. In launching the 'Mindf'ull' campaign, they hope to enrol the region's leading employers to talk openly about issues surrounding mental health and tackle the 'last workplace taboo'.

HEY Mind's Communications Manager, Emma Bowen, who is heading up the campaign, explains:

"Mental health problems like anxiety, depression and unmanageable stress affect one in six British workers each year. They can affect anyone in any industry. Yet mental health is still a taboo subject, with employers and employees feeling scared and confused about confronting the issue.

"The encouraging thing is that over half of employers said they would like to do more to improve staff wellbeing but don't feel they have the right training or guidance. That's where we come in. We are offering an easy way for local employers to work in partnership with us and learn more about maintaining a positive state of mind in the workplace."

By signing up to Mindf'ull, employers will receive a business pack including literature to distribute around the workplace, a certificate for public display highlighting their endorsement of the campaign, and access to advice and services

encouraging good practice in mental health.

HEY Mind has also joined forces with the local authorities to get this message home, and is now urging other employers to spread the word.

Greg Aitken, Chief Executive Officer, at Hull and East Yorkshire Mind, said:

"Work-related mental ill-health costs the UK economy up to £26 billion every year through lost working days, staff turnover and lower productivity. Smart employers are beginning to realise that a few simple measures to support staff can help companies save up to 30 per cent of these costs and improve the working environment.

"Aside from the obvious benefits associated with cutting down on lost days due to illness, companies who join this campaign will share in the publicity associated with it free of charge.

"We are also looking for local businesses to appoint HEY Mind as their 'Charity of the Year', which would help us to maintain a high profile and raise some much needed funds in the process, whilst illustrating the commitment of businesses to a much-loved local community.

"We really hope that employers will get involved, and in doing so, help us, help themselves and help their employees in this very important issue."

Further information visit www.mindhey.co.uk or call **01482 240200**

Bringing Food Choice to a Gluten Free Lifestyle

GF Foods (York) Ltd is a specialist Gluten and Wheat Free company that pride themselves on having a true understanding of life and diet without gluten and wheat ingredients.

This is due to the founder and MD of the company, Sally being gluten and wheat intolerant.

In 2004 Sally and her husband Stuart created an e-commerce website, buying and selling other gluten free brands. After the success of the e-commerce website Sally decided to create her own brand and recipes, the FEEL FREE brand. The brand was created to address the demand from consumers for high quality tasting products. Following the success of the savoury items, the FEEL FREE brand continues to grow including Pastas, Eastern Savouries, Cereals and a range of wholesome pies.

The FEEL FREE range of products are developed using only the finest and naturally gluten free

ingredients, recipes are then carefully created and produced by their enthusiastic team. Their products offer consumers variety, quality and ultimately, bringing food choice to a gluten free lifestyle.

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We have formed partnerships with many local businesses that have kindly opened their doors to our young people to let them see the world of work for themselves and learn about the jobs available to them.



How can I get involved?

- Request a Partnership Pack to see the many different ways your business can work with Hull Children's University
- Become a Bronze, Silver, Gold or Platinum Partner
- Sponsor an experience
- Sign your employees up as volunteer mentors
- Open up your doors for our children and help them learn about your business!

For a Partnership Pack please contact rosanna.pullen@hull.ac.uk
01482 466045
www.hullchildrensuniversity.com
 Twitter: [@childrensuni](https://twitter.com/childrensuni) Facebook: facebook.com/hullchildrensuni

Local Businesses Lose 400KG Through Innovative Onsite Health At Work Programme

We all know that a healthy workforce is a more productive workforce. Research from the World Economic Forum has shown that for every £1 spent on a workplace health service, £4 is saved in terms of increased staff productivity and reduced sickness and absences.

Over the last three years ABL Health has helped over 200 small-to-medium sized businesses in Hull improve the health of their staff. The Health at Work service is available to companies of all sizes, in all areas. We offer businesses a range of health improvement sessions including stress management, healthy eating, weight loss and alcohol awareness as well as the highly popular staff health checks.

A number of businesses have already benefitted from a range of improvements to their business such as increased productivity, increase in staff morale and decreased staff turnover.

Wilf Fowler from Rollits Solicitors, commented:

"Taking part in the Health at Work programme has brought together the staff members and created the corporate wellbeing we had hoped to achieve. Fitness levels have greatly improved and



we won the team prize in the Hull 10k corporate challenge."

The service is designed to be flexible and activities are planned around staff working times to fit in with the needs of businesses. Successes to date from local companies include a three month intervention on just 155 employees who managed collectively to reduce their BMI by 116 points and their waist circumference by nearly 400cm.

For more information please contact the health at work team on **01482 303541** or **adminhull@ablhealth.co.uk** or visit the website at **www.healthatworkhull.co.uk**



Reduce, Re-use and Recycle at Local Workwear Plant

Leading workwear specialist Johnsons Apparelmaster has been pulling out all the stops to ensure its plant in Hull is as green as can be.

With just a few small changes, the plant has saved 32% on their carbon footprint over the last 12 months, which helps towards the company commitment to the Climate Change Agreement.

Kerry Harper, Customer Service Manager at the plant explains, "We do our bit where we can, recycling all our plastic, cardboard, paper cups, tin cans, metal, paper, printer cartridges – even lunch packaging! We have created recycling points in the factory, canteen and the offices to make sure everyone gets into a routine with it."

Even the garments are recycled when they reach the end of their life. Instead of being sent to landfill they are destroyed and recycled, reassuring customers that their branding is securely disposed of.

Adjusting the washers slightly has halved the volume of water required in the plant and they use steam recovery to heat the process water. Kerry comments, "If it can be reduced, re-used or recycled then we do it!"

If you would like to speak to someone about your workwear requirements please contact Johnsons Apparelmaster on **01482 824 824**.



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JKN Renewables

JKN Renewables are specialists in low energy heating, cooling and hot water systems.

We provide design, consultancy and installation services to both domestic and commercial sectors. With a range of experience in the renewable heating industry, we pride ourselves on providing expert advice on and quality installations of ground and air source heat pumps, under floor heating and solar thermal.

The motto of JKN Renewables is 'better solutions' which is what we endeavour to deliver for all of our clients. Whether you require the whole installation package, our design services or just a bit of consultancy, then JKN have a solution for you. Our previous roles have helped us accumulate a vast amount of invaluable knowledge and experience in renewable heating and we have successfully delivered a wide range of projects, examples of which can be seen on our website.

Our services include:

Installation – We can provide a range of installation services, from connection of ground loops, plant room installation, primary pipe work, domestic hot and cold services, solar thermal, under floor heating, floor insulation and screed, UFH controls and MVHR.

Consultancy – We offer anyone our initial ideas and advice but we can also back these proposals up with full heat loss calculations, detailed running cost/carbon/energy use projections with comparisons and alternatives to assist with feasibility studies.

Design – For installers less familiar with renewable heating systems we offer varying levels of the above consultancy and design services along with heat pump designs to MIS-3005. We also offer a full mechanical and electrical design service.

Maintenance - For your peace of mind and the longevity of your system and its warranty we can offer on-going maintenance contracts for heat pumps, solar and UFH systems.

Please contact JKN Renewables for more details on **01427 874308** or at **jane@jknrenewables.co.uk**



Ultimate Exclusive Country House For Christmas Parties, Team Building And Meetings

Are you looking for the ultimate exclusive place to host your Christmas party this year or perhaps somewhere to have a really impressive press launch, conference, presentation, photo shoot or meeting?

Then look no further than Walcot Hall just 20 minutes from the Humber Bridge on the south bank. This stunning, privately owned, Georgian Hall is also available for team bonding sessions, exclusive board meetings and private dinners. May through September they have a stunning clear span marquee erected on the 27 acre estate with beautiful views of the five acre formal gardens complete with fountains and original statuary. Their marquee can cater to up to 200 persons.

Owner Cindy Marshall-Day said: "This is the first year we have offered clients the chance to host their Christmas party here and murder mystery evenings combined with fine dining seem to be a very popular choice.

"I think it's the privacy and exclusiveness that makes us so in demand. We can offer everything including venue dressing, all your flower requirements, high-end catering and superb drinks packages. We do still have availability for the real wow factor exclusive Christmas party this year." For board meetings they have a splendid Georgian mahogany table which seats 20 people very comfortably. The resplendent Dining Room can accommodate up to 48 persons for a sit down meal or can be converted to seat 60 for a presentation. Accommodation is also available. Should you wish to hire the hall in its entirety for a special family occasion or for a wedding it is available by negotiation.

To discuss your requirements ring Cindy on **01724 720266 / 07766664441** email **walcothallestate@gmail.com**
www.walcothallestate.co.uk

Businesses Buoyant After Going in at The Deep End

Famous worldwide as a spectacular and successful tourist attraction, The Deep is also making its mark internationally as a launch pad for thriving businesses.

The Deep Business Centre offers more than just office space for companies in search of a home. Its whole ethos is one of support and encouragement, the small team nurturing businesses in the same way that their colleagues in the aquarium are committed to the careful conservation of ocean life.

Rick Taylor, Director of Professional Services at American-owned Prometheus, said "We expanded from 250 square feet to 500, then 500 with an adjoining office of 250 square feet and now 1,000. The flexibility of The Deep has enabled us to grow at exactly the right time for our business needs."

Chris McKie, Director of Network Development for Vizion Network Ltd, said: "We expect to need more staff and more space, and we will find what we need here at The Deep, where they have shown that they can change their infrastructure to provide what we need."

Attractions range from the stunning views of a location on the banks of the Humber and the convenience of a five-minute stroll into the Old Town of Hull to the quality of the accommodation and the fact that you can pop across the car park in your lunch break to see the penguins.

But the biggest benefit is the assurance that business needs will be looked after by the

Rick Taylor (centre) with the expanding team at Prometheus.



Members of the management team at ABB Consulting making full use of facilities at The Deep.

management team led by Freya Cross, Business and Corporate Manager at The Deep.

Debbie Kuhr-Jones, who has established K2 Training Services Ltd as a leader in Microsoft expertise, said: "If you need anything the staff at The Deep always sort it out. They have never failed and I have even provided training for them and for other tenants in the building."

Such levels of support are based on Freya's extensive experience of managing office developments, her membership of the board of the Business Centre Association and her vast network of contacts.

Freya said: "We have more than 40 businesses and between them they employ more than 170 people here. Our support for them is based on our recognition that their needs change all the time and that the most important service we can offer is flexibility.

"Our offices range from 250 square feet to more than 4,000. Most of our tenants want to expand gradually, as in the case of Prometheus. Some just need extra space temporarily, to deliver a one-off project. Others come here because they are down-sizing and need less space and more secretarial support.

"External clients, including individuals working from home, come to us for our hot-desking service, our variety of meeting rooms or even our virtual office services, which provide everything a business needs including telephone answering, front desk support and a prestigious mailing address.

"Wipro, formerly SAIC, were our first tenants in 2001 and they're still here. ABB Consulting have an office here, as do Wood Group PSN. We've shown we can look after some big players, and they are the sort of companies that are now showing interest in moving to Hull."

Mark Ingram, Managing Director of Streetwise Business Accountancy, has grown his business from zero to more than 120 clients, from three staff to 12 and by about 30 per cent per year in terms of turnover since moving to The Deep five years ago.

He said: "I suspect we've worked from most of the suites at The Deep during our time here, and that flexibility is one of the big attractions. All the infrastructure is here, which means I'm able to concentrate on running the business."

Tel: 01482 382000

Email: Freya.cross@thedeep.co.uk

Website: www.businesscentre.thedeep.co.uk

The Deep Business Centre, Tower Street, Hull HU1 4BG



Thinking International? Think a Bit Further

Preparing to become a truly global thinking company involves far more than simply chasing export orders and international trade partnerships.

As with all aspects of a successful business, global thinking organisations take care of the people who generate the 'international' title.

International means 'between nations', so you'll be dealing with people of differing cultures, backgrounds, trading norms, business customs and language. When you think about the people who are your business, you'll appreciate that there's a bit more involved than signing an order form.

Have you considered the big picture; are your staff prepared to deal with the potential 'culture

shock' issues of relocation, cultural orientation and settlement?

As the Hull and Humber region pushes forward as a trans-national trading hub, the business community needs to be prepared. Cross-cultural training gives a firm foundation for your staff to provide exceptional customer service and develop sustainable business partnerships.

GB8 is a leading provider of bespoke cross-cultural orientation programmes in the region. Our programmes include relocation support and cultural awareness coaching to smooth your global business journey.

GB8 Managing Director, Cecilia Pereira-Yates has herself completed this journey. A Malaysian by birth, Cecilia has lived in Hull for the past 20 years. She has become a leading expert in international and cross-cultural orientation and has worked with local private companies, educational establishments and charitable organisations.



Cecilia Pereira-Yates
Managing Director GB8

Start your international journey today, call GB8 on **07533 685092** or email **c.pereira-yates@gb8.co.uk**

www.gb8.co.uk

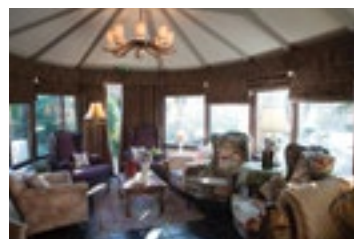


WinteringhamFields
a restaurant with rooms

www.winteringhamfields.co.uk

Winteringham Fields is very well known for their AA 3 rosette fine dining food and AA 5 star luxury accommodation but they also offer the best value corporate accommodation rates in the area. Their single occupancy accommodation rate is just £90 inclusive of VAT and continental breakfast. A dinner bed and breakfast rate of £125 per person is also available which includes a 3 course meal in the restaurant.

With Christmas coming they can cater for your Christmas entertaining requirements, organising something special and unique for your valued staff and customers. Prices start from £45 for a 3 course lunch and a bespoke menu can be created especially for your corporate entertaining needs.



Please contact Bryony to discuss your corporate requirements on **01724 733096** or **bryony@winteringhamfields.co.uk**

Lubricating The Wheels of The Export Trade

WOLD Top Brewery are savouring the taste of success as their beers are rapidly becoming the favourite of tipple of drinkers in far-flung places like Scandinavia, Canada and Serbia.

The award-winning family-run micro brewery is one of the Chamber's newest Members and is appreciating the expertise of our documentation team in lubricating the wheels of their export business.

Wold Top Brewery, based just north of Driffield, at Hunmanby Grange, Wold Newton, uses traditional methods to produce high quality beers which combine the characters of the Yorkshire Wolds and the East Coast. They use high class home and Wolds grown malting barley and chalk filtered water from the farm's own borehole to produce a range of award-winning cask and bottled real ales.

Tom and Gill Mellor founded the brewery and are now helped by their daughter Kate, the brewery's Export and Accounts Manager, and her husband Alex. Explaining why the company chose to join the Chamber, Kate said: "The documentation side of things is very helpful. We had to complete an EUR1 form which we hadn't come across before when we exported beer to Poland. Geof Humphrey, who organises the Chamber Bridlington & Yorkshire Coast Business Awards at Bridlington Spa, where Wold Top raised a glass to winning the Overall Business of the Year Award in 2013, suggested the Chamber's team would be able to help."

Mum Gill said: "We do a lot of business in the Hull and Humber area and everyone at the Chamber was so helpful we thought it was high time we got ourselves organised and joined, especially with the City of Culture on the horizon."



Toasting their latest successes are Gill and Tom Mellor (standing) and Alex and Kate Balchin

"Hull has been an interesting journey for us, we've been going nearly 12 years now with the brewery and it took a while to get established, but Hull is now one of our biggest markets, we have a very big delivery day, which in fact is now two days – we can't deliver everything in one trip.

"We're pleased to have secured sales through garage shops on petrol forecourts as well as supermarkets like Asda, Sainsbury's and Waitrose."

Kate said: "The export side of the business is also doing well, we have a really good market in Italy and the Scandinavian markets are growing. The trip to Serbia was organised through the British Embassy – there's quite a big ex-pat community out there. They have also recently promoted their beers at the Taste of Britain Campaign which was held in Poland in September.

"We recently sent a batch out to Canada, but it takes six weeks to get there – it's quite strange to think of it bobbing about on the Atlantic Ocean, but the beer travels ok in its sealed containers."

Kate joined the business after finishing her languages degree in French and Spanish, while her husband, Alex, studied biology.

Gill said: "Alex's knowledge of biology is proving very useful and he's helping us with our yeast management. His skills are improving our quality control and helping to keep things exactly right."

Now they are Chamber Members, Gill, Kate and the Wold Top team are looking forward to making use of the networking opportunities that come with Membership, improving the awareness of their products among other businesses, finding new shipping contacts and benchmarking their progress with other local businesses, operating as they do in more remote areas of the county.

"We are also looking at promoting the events side of our business. This can include corporate entertaining which can combine a brewery tour with a BBQ – and even wedding receptions."

For more information, give the Wold Top Brewery team a call on **(01723) 892222**.



Alex Balchin pictured with some of Wold Top Brewery's finest



Some of the new machinery on the factory floor at Krehalon's new facility in Hull.

Krehalon's £2m Purpose-Built Factory Opens In Hull

PACKAGING firm Krehalon has just opened a £2-million purpose-built factory on iPark Industrial Estate, in Hull.

The president and CEO of Japanese parent company Kureha Corporation, Yutaka Kobayashi, cut the ribbon officially to open the new building on August 28, watched by Naoki Fukuzawa, the senior vice president and general manager of Krehalon global division.

The new factory's general manager Steven Hinchly was also joined by Hull MPs Diana Johnson and Karl Turner, along with the Hull & Humber Chamber of Commerce's Director of International Trade, Pauline Wade. The invited guests enjoyed a champagne reception, buffet and tour of the Innovation Drive factory.

Krehalon, which employs more than 30 people at its Hull site, is the packaging division of Kureha Corporation, a Japanese Speciality Chemical company with its headquarters in Tokyo. Krehalon focuses on extending the shelf life of fresh foods with high barrier materials which provide a barrier to gases and moisture. Food is packaged in a controlled atmosphere which minimises bacterial growth, so the products stay fresher for longer, helping supermarkets to distribute and sell fresh foods with minimal food wastage.

Mr Hinchly said: "We are moving to Hull from a small unit in Beverley. The business has doubled its turnover in the last five years, since 2009, which means we outgrew our old premises. We simply wanted to move to Hull where most of our employees live and to gain more space for expansion in the future."

Having recently joined the Chamber, which plays a very active role in the food and drink supply chain, Mr Hinchly said: "I am looking forward to Krehalon forging a closer working relationship with the Chamber and was pleased the Chamber's International Trade Director Pauline Wade attended our opening ceremony."



Nigel Atkin, Shaw Trust
Employer Engagement Manager

New Members New Opportunities

National employment, learning and skills charity Shaw Trust has teamed up with the Chamber to promote the benefits of the Work Programme to Chamber Members and how the charity can help with Members' recruitment needs at no cost.

As the Work Programme moves into its fourth year it is proving more successful in moving people into sustainable jobs than any other previous programme. Up to March 2014, over 1.5 million people had joined the programme and approaching 300,000 individuals had moved into long-term employment.

Nigel Atkin, Shaw Trust's employer engagement manager, recognises the potential the Chamber can have in helping to link up quality talent on the programme with businesses looking for quality experienced people. Nigel said "we are not an employment agency but we deliver government-funded employment programmes that specialise in helping people back into work. The service is completely free to all businesses large or small".

For more information and an informal chat please call Nigel on **07714060167** or email **nigel.atkin@shaw-trust.org.uk**

Roy O'Shaughnessy, chief executive of Shaw Trust, said "we are delighted to be partnering with the Chamber to help more people into work. This is a great opportunity to realise the potential of people in Hull and Humber who are on the Work Programme and the fantastic contribution they can make to Members' businesses."

Bruce Massie, Membership and Business Manager for the Chamber, stated "we are happy to support this project with all the benefits of Membership and wish the candidates every success in their endeavours."



Alan Leadbeater

I offer a wealth of experience to any organisation, big or small. I have worked in various industries internationally and my core skills and determination would prove invaluable in the appropriate business environment.

I am familiar with living in remote and challenging regions and working with different cultures and nationalities. I have held managerial, sales, project and operational positions in various industries and the roles have required me to provide excellent skill sets and competencies within every position held, and has seen the company improve through both profitability, customer satisfaction and staff job satisfaction

Innovation to bring in new customers, keep and grow them. Manage and develop staff to provide service and solutions for their assigned duties. To promote and sell the company and products to the maximum profit and customer satisfaction, establishing and implementing departmental policies, procedures, goals and objectives. Confidence to confer with directors, organisational officials, staff members, suppliers and external organisations. I have the ability to monitor projects and work services to ensure that they efficiently and effectively provide those needed services, whilst staying within the limits of strict budgets.

Contact details: To contact Alan please call him on **+44(0)7935516437** or email **alan.leadbeater@yahoo.com**



Owen David Hillerby

I am a highly motivated and experienced retail and wholesale operations/office manager with good communication and inter-personnel skills. I am seeking a position working closely within a business management team to assist in running an office environment and to take the business further.

I have been successful in developing excellent customer relations in-office management and organisations. I have experience in handling product promotions with various manufacturers, on shelf point of sale, staff motivation and office management. I'm highly experienced in working with computer programmes in a multiple site organisation. I have worked with P.O.S. tills both in everyday use and back office programming. I have experience with business Health and Safety policies, working within COSHH guidelines and knowledge of working with business accounts software and dealing with Government and Education procurement departments and procedures. I have continued to expand on my customer service and technology skills and I am still very much interested in managerial roles. I find myself very comfortable in an organisational and analytical role and recently I have designed a website for a local sports club and worked with web programmers.

Contact details: To contact Owen please call him **07957 609034** or email at **Hillerby@hillerby.karoo.co.uk**



David Parry

I am a retail buying professional with 30 years experience in retail management. Originally from Liverpool and now settled in the East Riding area. My earlier career as a Woolworths management trainee and managing Woolworths stores in England, Scotland and Ireland propelled me onto general management and ultimately group buying for various categories at TJ Hughes Department Stores. A move to the East Riding provided me with the opportunity as general manager of the Ewbanks Mail Order company at the head office in Anlaby.

Rosebys Ltd, a 250 store textiles group, offered the next challenge as group supply chain controller at the head office in Rotherham. This led to me being approached to take the role of senior buyer and e-commerce controller for the newly expanded 53 store TJ Hughes Department Store retail chain.

I am now looking for a new challenge and opportunity.

Contact details: To contact David please call him on **07918 626608** or email **davidparry@hotmail.com**



Zadie De St Croix

I am an experienced highly creative and innovative individual looking for a new opportunity. My unique combination of excellent communications, interpersonal, organisation and project management experience will benefit an employer looking to expand their current team with a forward thinking, positive individual.

I have effectively led individual staff, volunteers and groups within large public-facing organisations and private sector companies in the area for 15 years, engaging with businesses, customers and communities. My career started within a training capacity following on to new opportunities initiating and establishing the full marketing mix with PR, communications and customer service. My roles have been diverse, concentrating on PR, events management, rebranding, campaigns and projects, working with individual Directors and management teams.

I have initiated, developed and implemented bespoke strategies and campaigns demonstrating excellent technical, strategic and project management skills. Colleagues know me as a highly creative, motivated individual who can always be trusted to come up with a new approach to projecting the business and putting customers first.

I enjoy networking and working with local Entrepreneur groups and businesses, getting involved with 'Hull City of Culture 2017' and attending events and culture initiatives in the area.

Specialities: Communications and engagement, marketing, creative direction, customer service management, business development, training, project management, events, hospitality and full executive office administration support.

Contact details: To contact Zadie please call her on **01482 503091** or **07736 469046**. Alternatively, you can email her at **zadie.destcroix@hotmail.co.uk**



World-Class Manufacturing in Hull

“This investment is going to create lots of new jobs and opportunities, meaning more financial security and peace of mind for families and a more resilient economy for our country.” Prime Minister, David Cameron

In March this year Siemens announced that it was investing £160 million in a new wind turbine blade factory in Paull, East Yorkshire and related wind turbine assembly and logistics facilities at Green Port Hull. Siemens’ investment and the related £150 million investment of its partner Associated British Ports in harbour development at Green Port Hull boosted industry confidence and gave a new lease of life to the Humber region’s aspirations to become a renewable energy hub.

The Green Port Hull and Paull projects form part of a large and complex programme of design and construction works which will be developed over the next few years. In August this year the Alexandra Dock works for the construction of

nacelle assembly and logistics facilities were given the green light by Hull City Council with project start targeted for later in the autumn. These works will be followed in coming months and years by various planning and construction milestones, including the new wind turbine blade facility at the Paull site as the overall project moves towards its target completion date in 2017.

Commenting on the project, Finbarr Dowling, Siemens Project Director for Green Port Hull said: “This is a large and complex project with many facets. There is a lot to do and many elements to consider. Our aim is to create a world class manufacturing facility and this takes time and effort. For Siemens getting the planning of

each element right, whether in its approach to construction and supply chain or skills, is critical to the future operation of Siemens businesses based in Hull.”

Siemens already plays a key role in the UK’s low carbon economy. Around half of the UK’s wind generating capacity (5GW) is generated from Siemens’ wind turbines. Around 2,000 people work in Siemens’ renewable business across the UK developing and installing the latest wind turbine technology, designing and engineering offshore transmission solutions and providing service and logistics operations to wind farm developers. The new factory at Paull and related developments at Green Port Hull will add around

1,000 jobs. Training will play a key role in ensuring that the right skills are developed and nurtured in the long-term.

"Sourcing and developing the right skills is a critical element of project success," says Dowling, and, "We are committed to working with local and national partners to ensure we have the right infrastructure in place to develop the skills we need."

As a key supplier to the renewables sector Siemens already plays an important role in the national and regional skills and training agenda through its own in-house infrastructure and by involvement in a wide range of cross industry initiatives. Siemens is pioneering new approaches and also encouraging collaboration and a joined up approach between government, business, training providers and schools, colleges and universities.

Apprenticeships are central to its approach and a major focus of investment in the next generation of renewables employees. Siemens has around 400 apprentices in the UK, of which 250 work in the energy sector. In 2010 Siemens pioneered a renewables apprenticeship programme with trade body RenewableUK for wind service technicians. Siemens now has over 100 renewables apprentices on the course at different stages of training and has also developed an installation apprenticeship. It also runs a much-prized graduate training programme, which incorporates the Energy Sector's rotational approach across a number of conventional and renewable energy businesses. The jewel in the crown is Siemens Energy Service Training facility in Newcastle. This £9 million investment boasts a globally accredited wind power training school with two fully-loaded training nacelles, training towers and work stations

for mechanical and engineering training.

Siemens also plays a key role alongside other businesses in contributing to targeted skills and recruitment initiatives that address issues on a nationwide and sector basis. One such example is the Energy and Efficiency Industrial Partnership (EEIP), which brings together about 90 different employers, including Siemens, E.ON, SSE and National Grid and many more, to train the 200,000 workers needed by the energy and related sectors by 2023. Some £33 million of government investment has been matched by £82 million of employer investment. A key element of the programme is about pre-employment training, covering the gap in schools provision.

Finbarr Dowling, Project Director Siemens Green Port Hull and Ross Dean, Commercial Project Director Siemens Green Port Hull



Siemens is also working closely with the Talent Retention Solution (TRS) a national industry-led online talent bank solution to support long term talent recruitment, development and retention. Other plans are also afoot, from the National College of Renewables, to increase the focus on technical colleges and engineering colleges, as well as an overall national sectoral skills approach. The long term focus of these colleges is greater access to vocational training.

Through its project Siemens is bringing leading edge blade technology to the UK and high-end manufacturing and skilled jobs to the region. This is new and pioneering work for everyone involved. Siemens is already engaging with local stakeholders in Hull and the East Riding to address collectively the specific needs of the Green Port Hull and Paull projects, as well as skills needs of the region in the longer term.

Finbarr Dowling, Siemens Project Director for Green Port Hull, said:

"These are significant engineering projects which will soon be emerging in the public eye but a lot of work is also going on to ensure the right skills are being developed for people who are going to be working for Siemens here in Hull, not just next year, but in five years' time and ten years' time."

"My job is to bring the construction side of things and the skills agenda together at the right time because we are effectively creating a new industry here from nothing.

My team and I have kick-started the process and look forward to helping the region develop and contribute to this exciting industry that is so important to the UK's low carbon future."



Siemens SWT-6.0-154 next generation wind turbine blade technology (IntegralBlade®)

Historic Company Looking To The Future With Confidence

Stephen Martin Chief Executive, Clugston

Clugston is one of the best known business names in the Humber region and it has achieved its enduring success through a respect for what it does well linked to an ability to seek out new opportunities.

That philosophy, continued by current Chief Executive Stephen Martin, means that the Scunthorpe-based company has constantly expanded and has come through the recession in buoyant mood.

Stephen came to the business eight years ago, taking on the role of Chief Executive following a varied career which had included spells in telecommunications and heavy engineering.

He joined a company with a long heritage, one that can trace its core activities back to initial involvement with the iron and steel industry in the 1930s. Indeed, in 1937, the company pioneered the development of recycled blast furnace slag from Scunthorpe's iron and steel plants.

The slag was an early example of Clugston's capacity to respond to opportunity because it was used in a variety of building materials and, later, for the construction of RAF runways in World War II, which led the company into civil engineering, road construction and sea defences on the east coast.

Today, the company employs more than 500 people with operations stretching across the UK and has expanded far beyond construction, engineering and heavy industry into a company that also works in logistics, property development and facilities management.

However, when he came to Clugston, Stephen found a business facing up to some of the most serious challenges in its long history as recession loomed large following the worldwide banking crash.

The effect was particularly felt in construction, which had for many years been one of the company's core sectors, and Stephen said: "When I arrived at the company, it had been doing well but there were big challenges ahead, a major one of which was in the construction sector.

"We secured several major contracts and spent money on putting together the project teams only for several of those contracts to be cancelled as customers slashed their capital budgets.

"One major construction contract was even cancelled the week before we were due to begin work on site as the Government pulled the plug on funding.

"I am proud that we have come through the tough economic times in better shape than when we started, though.

"That is because, as a company, we have always focused on our core specialisms, for which we are known locally, regionally and nationally, as well as being able to respond to opportunities,

"To ensure that we could do that, we made some big decisions right at the start of the recession, including conducting a restructuring of the business."

That restructuring saw the trading activities of Clugston Construction and Clugston Distribution, previously operating as trading names of Clugston Limited, become established as limited companies in their own right.

Operating alongside these is Clugston Estates Limited which is involved in a variety of property developments.

Stephen said: "The result of the restructuring has been that not only have we been able to concentrate on our core specialisms but we have also been able to develop new markets.

"For instance, our energy-from-waste activities have grown substantially, and are now a big part of the business. We have been involved in a number of key property development sites and we now have developed our logistics business,

including running a fleet of tankers that carry out transportation for the petrochemicals industry.

"Part of our strategy has been to predict where the opportunities will be. It is rather like clay pigeon shooting; you aim for where the clay pigeon will be, not where it has been, and make sure that you are there when it arrives.

"What is happening along the Humber in sectors such as renewables is fantastic for the North and South Bank and we are delighted already to be playing our part in ensuring that the Humber reaches its full economic potential.

"Indeed, we recently commenced work on site in Scunthorpe to construct the Renewable Energy University Technical College."

Business confidence may be returning but for companies like Clugston, there remain problems to solve.

Stephen said: "There do remain challenges. Construction is an example. As the economy grows so the price of raw materials go up, which affects tendering, and there are also materials and skills shortages.

"We are seeing shortages in trades such as bricklaying, but one of the things that we do as a company is run our own Apprenticeship programme.

"The scheme gives our young people a wide experience of various aspects of business so that we can be assured they come through with the skills we need."



"I am proud that we have come through the tough economic times in better shape than when we started."



Hull College driving forward renewables training

With Hull on the cusp of a renewables revolution, a skilled workforce will be essential to make the city's forthcoming greenport development a success.

Hull College is taking the lead on ensuring training is available to take green industries forward, with a range of courses from entry level to post-graduate qualifications. There are options for every type of student, from those still studying GCSEs, to courses to develop skills of people already employed in the sector:

Siemens, along with Associated British Ports (ABP) is to invest £160 million in a wind turbine factory, providing roles at every level both at the facility and within the extensive supply chain. Recruitment for positions concerning the planning and development of the project has already begun.

Hull College recognised the economic opportunity presented by renewables at an early stage, launching its Energy and Climate Centre more than five years ago. Now known as the Centre for Digital and Green Energy, the Centre houses all the College's renewables-focused provision, providing a focal point for Science, Technology, Engineering and Maths (STEM) subjects. It is dedicated to supporting local organisations, including those already established and businesses looking to grow into the sector. It underwent significant additional refurbishment over the recent summer break.

The Centre offers more than 150 courses related to over 100 different careers within the renewables sector and associated supply chains, from NVQ Level 2 to honours degrees,

including Advanced and Higher Apprenticeships. The range of study options includes courses in Photo Voltaic, a method of generating electrical power by converting solar radiation into direct current electricity. The College has invested around £100,000 to enable it to provide a PV installers course. This not only enables retraining opportunities but also enriches the existing electrical provision in the school's renewables prospectus.

The College's commitment to 'green' courses is supported by its excellent links with local employers. Businesses the College has worked in partnership with include:

Jotun Paints, with Apprentices using green technology to reduce solvent emissions in marine coatings

Cleartech, which took on Apprentices for fluid waste recycling

DS Recycling, which supported Apprenticeships for recycling bulk paper waste

Crown Paints, which provided Apprenticeships for solvent free household wall coverings

Apprentices have worked on the Hull East Voids project, with local company Probe, and in connection with Hull City Council. This has seen the redevelopment of derelict homes, returning them to use as affordable homes. Many are now in use, with more still to undergo refurbishment.

Engineering firm Spencer Group has taken on 12 new Apprentices from Hull College Group: six specialising in technical construction; five in software development and one in Computer Aided Design (CAD).



The College has been recognised for its role in renewables, winning the Excellence in Renewables Skills and Training category of the Humber Renewables Awards this year.

The College's entry outlined the scale of Hull College Group's renewables-related skills and training provision, its leadership role in promoting the green energy agenda, and how it is working with partners to address the region's skills needs.

Julia Davidson, Dean of Faculty of Business and Science, said: "Hull College Group is deeply committed to providing the region with the skilled and employable workforce required to take full advantage of the Humber's opportunity to become a world-class centre for renewable energy industries.

"The Group's commitment to develop the skills base to support green energy investments in the Humber is also demonstrated by our STEM Manifesto, which includes a commitment to increase the number and range of STEM courses we provide. This sits alongside our Digital Manifesto,

which focusses on developing a workforce capable of meeting the city's digital needs – a sector which is closely affiliated with – and complementary to – renewables and green industries.

"In addition, we have invested £1million in a state-of-the-art fabrication and welding centre of excellence, as part of the Hull and Humber City Deal. This has included virtual welding facilities at both Hull and Goole College and a fully refurbished workshop at Goole.

"In terms of training for those already in work, we have obtained the £3.5 million Skills Support for the Workforce (SSW) contract, funded by the European Social Fund, to increase skills levels and the capacity of small and medium-sized (SME) companies in sectors identified by the Humber LEP as key to the Humber economy – one of those sectors being renewables".

For full details of Hull College's renewables training provision, visit: www.hull-college.ac.uk.

Delivering **excellence** in Renewables Education



In order to contribute to making the Humber Region a centre of excellence for renewables, Hull College is committed to providing a wide range of renewables based training and education to realise the promise of this exciting industry. Hull College works closely with businesses in the Yorkshire and Humber region, supporting individuals to aspire to future careers and businesses looking to grow within the sector, developing the workforce and ensuring that the region is ready to meet the demands of investors.

Centre for Digital & Green Energy

The Hull College Group's Centre for Digital & Green Energy provides a focal point for the College's renewables provision and is dedicated to supporting organisations, including those already established and businesses looking to expand into the sector. The Centre offers qualifications that will create future career opportunities for young people and adults looking to re-train.

Our external roof mounted Solar Panel (PV) system is just one of the state-of-the-art features providing real training in a real life environment, enabling students with first-hand experience of industry-standard facilities.



01482 329943
info@hull-college.ac.uk
www.hull-college.ac.uk

ABP – Driving The Humber's Green Revolution

The ports of Hull, Goole, Grimsby and Immingham form a trading gateway that is vital to the UK's economy and energy supply chain. The Port of Immingham handles almost one third of the nation's coal and the four Humber ports contribute £2.2 billion to the national economy every year. Recently there has been a shift towards renewable energy and ABP Humber is again leading the way.



Siemens has now confirmed its commitment to the Port of Hull and will develop a new offshore wind turbine assembly and export terminal, meaning the city will soon see the start of its biggest-ever programme of inward investment. More than £300 million will be spent by both Siemens and ABP on the project, which also includes the construction of a rotor blade manufacturing facility to the east of the port estate. Both projects will create over 1,000 jobs.

On the south bank of the Estuary the Port of Grimsby is perfectly positioned for wind farm Operations and Maintenance (O&M) activities. Six companies, including DONG Energy, Centrica and E.On have already chosen the town as their base for their O&M activities, with more expected to follow.

In addition to offshore wind activity, more than £100 million has been invested in facilities designed to handle sustainably sourced biomass as part of a Humber-wide agreement with Drax Power Ltd. The Port of Immingham will soon



see the opening of the Immingham Renewable Fuel Terminal (IRFT) which, when complete, will supply Drax with over three million tonnes of biomass per year, while in Hull more than £20 million has been invested in a dedicated biomass rail load-out facility. At the Port of Goole more than £500,000 has been invested in dedicated warehousing for renewable cargoes.



AT THE FOREFRONT OF RENEWABLE ENERGY ON THE HUMBER.



ABP | Keeping Britain Trading
www.abports.co.uk

ABP IS INVESTING
 £100 MILLION IN DEDICATED
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Today, HOTA operates out of three major sites in Hull, The Cullen and The Ellis Buildings located in Sutton Fields Industrial Estate, Malmo Road and HOTA Albert Dock.

More than 100 training courses make up HOTA's current portfolio with the majority of these being Nationally Approved by the relevant Awarding Bodies. Courses are currently offered across 10 training streams.

HOTA's short courses range from essential requirements for working within a specific industry, recommended courses and also those which provide a valuable addition to current skills or qualifications.

Along with regular timetabled courses HOTA is also renowned for its flexibility and ability to adapt training to meet company specific training requirements, offering tailor made, bespoke courses when, where and how they are required, by a highly trained team of professional, experienced instructors.

HOTA attracts approximately 6000 delegates to Hull each year from 800 companies across its 10 training streams. Customers range from small 'one-man bands,' to large multi-national companies. Excellent facilities are offered to delegates including free on-site car parking, Wi-Fi, restaurants and amenities.

For further information or a full range of course or facility details please visit HOTA's website www.hota.org or contact the bookings department **01482 820567**.

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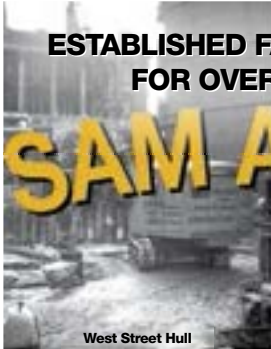
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Cheaper Business Energy Through YORSwitch

Local businesses looking for a hassle-free way of paying less on their energy bills are being encouraged to sign up to the YORSwitch Cheaper Business Energy scheme. The scheme is targeted at the twelve thousand micro, small and medium sized businesses in the East Riding, as well as community buildings and charities.

Only around twenty percent of these businesses currently engage with the energy market, paying on average thirty five percent more for their energy. Switching suppliers is complex due to the numerous tariffs and meters, most not published by the energy companies, and time bound termination periods.

Many businesses do not have the time or resource to understand and tackle the energy market, even though the cost savings which could be achieved are considerable.

Run by East Riding of Yorkshire Council, YORSwitch takes the hassle out of switching suppliers.

Businesses who register with the scheme are contacted at a time convenient to them to chat about their business and energy requirements.

The council's appointed energybroker searches

the whole market for the best, bespoke energy deals available and presents them to the company, clearly highlighting the key terms, with no obligation.

If the offer is accepted, assistance is offered in serving termination notices, making sure credit score criteria is established and other duties required for switching.

Contracts can be arranged electronically or on paper and each business chooses the length of the contract that best suits them.

YORSwitch is there every step of the way: looking after post-sale management, providing support for the duration of contract and managing the renewal process if requested.

There is no fee for signing up to YORSwitch Cheaper Business Energy, as the energy broker is paid a referral fee by the energy suppliers each time a business switches. For competitive reasons, the fee is undisclosed but the broker is committed to providing a non-biased service, for example, sales representatives do not know the referral fee amounts.

There is no obligation to accept any offer, so YORSwitch is a useful way to benchmark your

existing contract and find out if you are paying too much.

To sign up or find out more, visit www.eastriding.gov.uk/yorswitch or call **0800 140 4619**.

Businesses that use heating oil can also join YORSwitch Cheaper Heating Oil Together by contacting Humber and Wolds Rural Community Council, tel **(01430) 430904** or email oil@hwrcc.org.uk. Average savings to date have been around 10p per litre compared to the average market price on the day. The scheme is also open to residents.

To sign up or find out more about the scheme, visit www.eastriding.gov.uk/yorswitch or call **(01482) 393939**.



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The Freedom Centre is the first place you should consider for your business meetings, training and conferences.

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The Freedom Centre operates as a social enterprise on behalf of the local neighbourhood development charity and so, as a customer, you can be reassured that every penny goes towards continuing to improve the well-being of disadvantaged local residents.

Offering a range of diverse and adaptable meeting and conference spaces, which can cater from two delegates up to 300 delegates, our conference suites feature built-in projectors and screens, coffee machines and can be adapted to suit any client's needs.

The centre features state of the art technical equipment which enhances any conference, from live



streaming on to our built-in cinema-sized projector screen to offering high-tech ambience lighting in keeping with your event. Friendly welcoming staff are with you from the moment you arrive to the end of the day and an array of appetising buffet and refreshment menus for you to choose from. The Freedom Centre makes the perfect venue to host your meeting or conference.

With an abundance of free car parking spaces located around the building and complimentary Wifi within the building the Freedom Centre offers a complete corporate package.

We pride ourselves on our high quality service at value for money. Whether you are looking for a training facility, meeting room to conduct interviews or a venue to host a staff Christmas Party, the Freedom Centre has it all.

Forge links with us and know that you are giving something back to the community and making a difference.

If you would like further information on any of our conference and event suites or Christmas festivities, please give our sales team a call on telephone:

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A Changing Energy and Environmental Climate

ESOS (Energy Savings Opportunity Scheme) is the new UK Government regulation which requires large organisations to carry out energy audits. Companies falling under the legislation at December 2014 will have to carry out the first audit by December 2015.

The Environmental Management Systems Standard ISO14001 is being revised. Expected to be published in Autumn 2015, the Standard's requirements are being significantly improved to meet the challenge of doing business in a changing environment. The format will be standardised across all ISO management systems to make integration easier.

Visit Environmental Strategies www.esltd.co.uk for more information.



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Andrew Jackson - Regional Specialists in Renewable Energy Law

Since the announcement that Siemens is to invest £160 million in wind turbine production and installation facilities in Hull, and port partner Associated British Ports (ABP), a client of this firm, is to invest a further £150 million in the Green Port Hull development, there has been increasing national interest in the Humber Region.

As predicted, the Humber region has also started to attract the interest of international companies looking to invest in the region for many years to come.

With our multi-disciplinary team of corporate, property, employment and shipping and transport lawyers we provide incoming businesses with a comprehensive package of business services. With our close links to the Hull and Humber World Trade Centre, Team Humber Marine Alliance, and other business networks, we can also provide

introductions and links to other potential advisers and service providers, as well as contractors and suppliers.

Whilst in recent years the focus in the Humber has been offshore renewables, it is clear that other forms of renewable energy and low carbon technologies are leading to an increasing demand for legal services. In the last year we have advised on biomass handling, waste to energy, solar energy and tidal power. Biofuels has also been another growth area for the firm.



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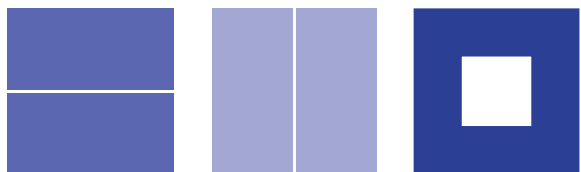
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Assisting Businesses In Capitalising On The UK's 'Energy Estuary'

Earlier this month, Hull City Council approved plans for proposed work on Siemens and Associated British Ports (ABP's) £310m investment at Alexandra Dock, in Hull.

The plans are to develop pioneering new wind turbine production and installation facilities. This will include new project construction, assembly and service facilities at Green Port Hull and a new rotor blade manufacturing facility in the nearby East Riding village of Paull.

This is great news for the Humber region – which is rapidly becoming the UK's new 'energy estuary' – as the two sites will create 1,000s of new jobs and several hundred roles during construction. It will also present a fantastic opportunity for businesses to capitalise on this significant investment in the region.

However, companies cannot expect to win work simply because they are based in the Humber. Instead businesses need to ensure they build and maintain a profile within the renewable energy sector, making sure their products and services meet high industry standards and strict criteria, so that they don't miss out on a once-in-a-generation opportunity.

Setting the benchmark for this is Siemens itself, whose wind turbines have moved a step closer to mass production after passing industry-standard tests. The energy giant's D6 models, that are set to be assembled in East Yorkshire, have been given a seal of approval for 25 years of reliable operating by testing body DNV GL. It will use 75-metre blades made at a site near Paull village and attached to other components in Alexandra Dock.

"It endorses Siemens in terms of quality, safety and reliability. It's like the gold standard," said Paul Luen, Chairman of Hull green business support group the Renewables Network.

"If you're looking at market leadership, there's no better way to do it than to get this as a ringing endorsement. It's a great way to define yourself and to maintain a competitive advantage."

One cost-effective way that businesses in East Yorkshire can achieve a strong profile is by becoming a member of the Renewables Network.



This is a private B2B network established to assist members to enter and grow in the renewable energy market. It is privately funded and focused on delivering a wealth of opportunity to its members.

The network already represents more than 260 companies across the green energy supply chain. It plays a leading role in supporting established businesses looking to grow into the market, and supporting start-ups looking for rapid growth and investment, providing a practical business development service, information services and a network of sector expertise.

The Renewables Network supports manufacturers, contractors and developers seeking to increase supply-chain competitiveness, and will support the academic and public sectors to engage and understand the sector.

Working together as private, innovation driven businesses Renewables Network members make a key contribution to building a high growth, profit driven Renewable energy sector.

By joining the Renewables Network, businesses will keep up to date with industry information and contacts. They will also receive regular invites to seminars and supply chain network events, as well as having the opportunity to promote themselves to buyers through a directory of suppliers. In addition to this, access to funded business development support is available, along with tender-writing expertise.



For more information on how to become a member contact Renewables Network on **01482 638464**

www.renewablesnetwork.co.uk

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Energy Technology Centre

Richard Webster

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T: 01262 455026**E:** richard.webster@eastridingcollege.ac.uk

The Energy Technology Centre provides a range of both funded and part funded support services for businesses in Yorkshire and the Humber across a range of commercial business, energy and environmental services. The ETC is funded to support and develop business growth within the Yorkshire and Humber region and offers companies wide ranging support projects focussed on sustainable business development and job creation.

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Vensis is a Humber based company that develops spreadsheets and databases better to integrate data into business processes. We recognise that most businesses rely on Excel and yet many struggle to utilise its full potential leaving staff to do manually what a computer ought to be doing.

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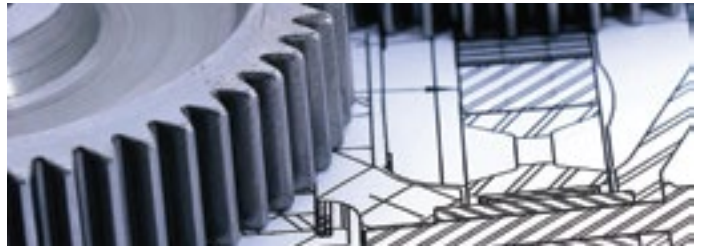
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First Power From Westernmost Rough Offshore Wind Farm

Electricity has been generated and exported to the national grid for the first time at Westernmost Rough Offshore wind farm off the Holderness coast

This major milestone for the project - a joint venture between DONG Energy (50%) and its partners Marubeni Corporation (25%) and the UK Green Investment Bank (25%) - was achieved in September less than a month after the first of 35 Siemens 6MW turbines was successfully erected. These next generation turbines are being deployed commercially for

the first time at Westernmost Rough and represent an important step in reducing the cost of energy from offshore wind.

When completed during 2015, the wind farm will be capable of generating up to 210 megawatts (MW) of electricity - enough capacity to meet the demands of approximately 200,000 homes.

Construction is being managed from DONG Energy's office in the Fish Dock, Grimsby while work and operations and maintenance base is being built in Royal Dock.

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Delivering Wind Industry's Basic Safety Training

Humber Wind Solutions is a new training partnership formed between HFR Solutions CIC and Humberside Offshore Training Association (HOTA) to deliver all five elements of the wind industry's Basic Safety Training (BST) standards in a one week training package in Hull.

HFR Solutions CIC is a social enterprise controlled by Humberside Fire Authority. It was set up in 2012 to increase the safety of the Humberside community by providing safety training, risk management and emergency response to industry. All surplus generated by the company is reinvested in the business, or invested in the community, through safety initiatives and the activities of Humberside Fire and Rescue Service (HFRS).

HOTA is a Limited Company with charity status, created in 1987 when large oil and gas companies operating in the Humber region wanted to establish a more local training facility. All surplus generated by the company is reinvested to enhance its training facilities.

A new, 45 metre high, working at height and confined space training facility has recently been

constructed at Humberside Fire and Rescue Service's Headquarters in Hull, and will form part of the training package delivered by Humber Wind Solutions.

Nick Granger, Director of HFR Solutions said: "This is a really exciting partnership as it enables us to combine the expertise and experience of the fire and rescue service with HOTA, who have over 25 years' experience delivering offshore training. Together, we can bring exceptional levels of safety and professionalism to the wind industry both nationally and internationally."

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The Chamber's Janice Harrison (left) presents Joni Pearson and Jeremy HEath with their Membership certificate

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The friendly team at Higson Homes is always available for a coffee and a chat, to understand further how they can help meet your business objectives. Higson Homes Call **01482 345616** or email **info@higsonhomes.co.uk**

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Cheaper Business Energy Through YORSwitch

Local businesses looking for a hassle-free way of paying less on their energy bills are being encouraged to sign up to the YORSwitch Cheaper Business Energy scheme. The scheme is targeted at the twelve thousand micro, small and medium sized businesses in the East Riding, as well as community buildings and charities.

Switching suppliers is complex due to the numerous tariffs and meters. Many businesses don't have the time or resources to understand and tackle the energy market, even though there could be considerable savings achieved.

Run by East Riding of Yorkshire Council, YORSwitch takes the hassle out of switching suppliers. Businesses who register are contacted at a convenient time to chat about their requirements. The council's appointed energy broker searches the market for the best, bespoke energy deals available and presents them to the company, clearly highlighting the key terms.

YORSwitch is there every step of the way: looking after post-sale management, providing support for the duration of the contract and managing the renewal process if requested.

There is no fee for signing up to YORSwitch Cheaper Business Energy, as the energy broker is paid a referral fee by the suppliers each time a business switches. For competitive reasons, the fee is undisclosed but the broker is committed to providing a non-biased service.

There is no obligation to accept any offer. YORSwitch is a useful way to benchmark your existing contract and find out if you can save.

To sign up or find out more, visit **www.eastriding.gov.uk/yorswitch** or call **0800 140 4619**.

The Enrolled Freemen of Grimsby

Lincolnshire Energy Champion 2014 – Highly Commended

On Thursday 26th June 2014 at the First Lincolnshire Energy Awards Presentation held at the Hilton Hotel, Lincoln, The Enrolled Freemen of Grimsby were recognised as leaders in Renewable energy by the award of Highly Commended for their work in Freeman Street Market and the wider community of East Marsh. The award was presented by the sponsor Hiten Sonpal of Nat West to Stephen White, Chairman of the Enrolled Freemen (centre) and Richard Bellamy, Director of the Pastures Development Company.

Award Citation

'The judges wanted to commend highly the Enrolled Freemen of Grimsby for their outstanding contribution to energy and environmental sustainability. This is part of the organisation's overall strategy, which has breathed new life



Award presented by Hiten Sonpal (Right) of Natwest to Stephen White (Centre) and Richard Bellamy (Left)

into the Freeman Street Market and was core to regenerating one of the most deprived areas of the country as a location for enterprise.

This is a huge success story and has incorporated a new-build Skills Centre which is heated by air to water heat pumps featuring low energy lighting and a pilot rainwater harvesting system and roof

fixed PV solar panels. Within the market area all market stalls have been rebuilt with low energy lighting and a recycling system for market waste and packaging is in place.

Around 50% of daytime electricity requirements are being produced by the current 96kwp solar installation. A further 91 kwp are due to be installed to complete the installation along with smart metering, energy storage and controls.

The project was an ambitious plan which now has come to fruition due to the foresight, vision and determination of the Enrolled Freemen of Grimsby, who, quite rightly in the opinion of the judges, deserve to be highly commended for this Award.'

Expertise Innovation Partnership

Tube City IMS is a leader in the industry offering a comprehensive and pioneering array of pre- and post-production services for our customers.

We are experts in on-site services including iron and steel services, facilities management, inventory management, logistics, contract maintenance, refractory removal and maintenance.

We also provide a host of additional services that can complement your business including industrial cleaning, industrial vacuum and jetting, contract labour supply and delivering RTITB accredited training.

Our customer base includes not only world class steelmakers, but also engineering businesses, petrochemical companies, quarries, local authorities and utilities companies.

Safety First

Tube City IMS is an industry leader in safety. On every job site, we follow a rigorous safe-work program that meets or exceeds all government requirements for employee safety. Our goal is zero accidents, injuries and incidents at the mills we service. We attribute our excellent record to our strict adherence to SHE principals (Safety, Health, and Environment) and is based upon behaviour-based observation program, strict adherence to the safe-work procedures and a full-time safety team.

Relentless Focus on Quality

Within the UK we hold ISO 9001, 14001 and 18001 accreditation. We go beyond customer requirements with our on-site and Continuous Improvement programs. Together these efforts generate quality, efficiency and cost-savings for our partners. Our programs grow in response to our partners' business needs.

Integrity in Everything We Do

At Tube City IMS we have an exemplary reputation for doing business with integrity and according to the highest ethical standards. Integrity is ingrained in every aspect of our business culture. From administrative offices to our on-site facilities, our word is our guarantee.

- We pride ourselves on delivering unrivalled service to our partners every day, on every contract, everywhere we operate around the world.

Whatever the size, our teams blend seamlessly into our partners' operations, becoming a value added extension of their capabilities.

Our services include...

Industrial Vacuum & Water Jetting

Utilising high specification equipment such as Vacuum tankers, for material recovery and removal of waste, high pressure water jetting, drain cleaning dewatering services and bio remediation.

Industrial Cleaning & Managed Labour Service

Tube City IMS offers a full range of reliable, cost-effective industrial cleaning services solutions throughout the United Kingdom.

We have developed a diverse industrial client base with a primary focus on providing a broad range of affordable, high value services and solutions for our customers.

Consultancy & Bespoke Managed Service Solutions

We provide customers with a tailored selection approach that reflects the values and competencies of the customers' business, so that the individuals are aligned to the culture of the workplace.

Accredited Forklift Truck Training Courses

We pride ourselves on the safety of our people and deliver all training with safety at the forefront of our operation. All courses and certification comply with the HSE Rider-operations Lift Truck Approved code of practice.

Mobile Plant Training Courses & Certification

We offer non-accredited training courses for plant machinery, including articulated dump truck, skidsteer, 360 excavators, loading shovel, slinging/banksman amongst other training. We can tailor the courses to meet the needs of the customer and can offer on-site training to minimise disruption of your workplace.

For more information on the above services please telephone the number below quoting ref: TCIMS BICC

telephone:

01724 867595

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Centre Ready For City of Culture 2017

The Prospect Shopping Centre team in Hull is encouraging other retailers to follow in its footsteps after it received training in the same accreditations used by volunteers for the London Olympics and Paralympics.

All the customer service team completed WorldHost training as part of its commitments to provide the best in customer service.

The team at the centre is now encouraging other businesses in the city centre to become WorldHost-accredited in the run up to the City of Culture year as the accreditation makes Prospect Shopping

Centre the first shopping centre in the city to be WorldHost-approved.

Centre manager Lee Appleton said: "This accreditation is an important one for us as it demonstrates our commitment to providing the highest levels of customer service and prepares our team to provide those levels when we welcome tourists visiting Hull for the City of Culture celebrations.

"Customer service has always been a fundamental aspect in everything we do, so the fact the team has now been WorldHost-approved is very important to us."

Lloyd Dowson Strengthens Its Presence

Lloyd Dowson, Chartered Accountants, Tax and Business Advisors, say they are delighted with the response from the Scarborough community since opening their office on Falsgrave Road in the town.

The firm, which has its head office in Bridlington, took over and revamped the former HSBC/Midland Bank building on the corner of All Saints Road a year ago.

The Directors of Lloyd Dowson wanted to have a physical presence in Scarborough in order to

make the business more accessible to their existing Scarborough and North Yorkshire based clients and the office has also enabled the firm to see continued expansion of their existing client base too.

David Dowson, Chairman of Lloyd Dowson, said: "We are delighted with the response since opening our Scarborough office which has helped us strengthen the future of the business and create career opportunities for staff. We would like to thank the local community for their support."

Trustee Recruitment

Open Awards is a national Awarding Organisation and charity with our Head Office based in Speke, Merseyside.

At Open Awards, we believe passionately that education is important for everyone. We create accredited qualifications in subjects from Access to Higher Education Diplomas to employability to logistics, and horticulture to fashion. Our qualifications are flexible enough to be delivered in diverse settings, from small providers to large colleges and universities.

Our mission is to 'change lives through learning'.

Open Awards are seeking to appoint three new Trustees and two new members of our Access to Higher Education Committee.

We are looking for individuals who are passionate about how learning can change lives and who will take an interest in the development and on-going growth of the organisation. Trustees are responsible for overseeing governance and strategic development. In particular we would like to consider applications from:

- The Further Education sector
- Large employers or employer representative groups
- People working with offenders

Expertise in Finance, Human Resources, ICT and/or Equality of Opportunity would be advantageous and we are keen to encourage applications from under-represented groups.

For a confidential chat in the first instance please contact our Chief Executive, Heather Akehurst on **0151 494 2072** or heather.akehurst@openawards.org.uk

Lloyd Dowson strongly believes in corporate social responsibility and they are regular sponsors of the Scarborough Rugby Club, Saint Catherine's Hospice, Stephen Joseph Theatre and Scarborough YMCA. The firm is also involved with local schools and colleges in the area where they deliver their business workshops in order to help nurture future generations.

Legal matters

Pop up shops - Christmas crisis or opportunity?



N A B A R R O
CLARITY MATTERS

We may groan as shops open their Christmas departments, but this is the perfect time for property owners to maximise returns via “pop up” shops catering for the Christmas period.

The advantage for property owners comes in mitigating costs, rather than a new income stream, as temporary occupiers usually cover insurance, business rates, security and service charge costs.

Preparation is key: ensure any previous lettings have “legally” ended. Do you need third party consents, eg. freeholder/mortgagee consents? If so, you should consider approaching them for a blanket consent as individual consents significantly slow things down.

Don't go for a “belt and braces” 40-page lease, just ensure the letting agreement covers the main areas of risk, while being clear enough for the tenant not to need legal advice.

If you own multiple properties, you may want a solicitor to produce a standard proforma document. It should be clear in the heads of terms that the letting agreement you are using is standard and non-negotiable.

In any standard document, consider:

RENT AND RATES

Make the rent an all-inclusive figure (including insurance rent and service charge). For a short letting, consider collecting all rent upfront to avoid wasting money and time collecting unpaid rent.

Ensure the tenant agrees to pay rates directly to the local authority or include a figure for the rates with the “all inclusive” rent.

USER

Clearly set out what the tenant is permitted to sell, with no change of use permitted.

FIT-OUT

A temporary occupier is unlikely to spend much on fitting-out, but you should still approve any proposals and include a requirement to reinstate at the end of the term.

PUBLIC LIABILITY INSURANCE

Ensure the tenant has adequate public liability insurance in place – ask to see a copy.

SECURITY OF TENURE

Ensure your tenant doesn't gain rights to stay post-occupation. The legal position is that you can only contract out if the term is more than six months. However, a tenant will not usually get security unless it has been in occupation for 12 months or more, but previous periods of occupation can count towards this 12-month period. It's always best to use a solicitor when letting agreements need to be contracted out.

Never allow a tenant to remain in occupation after the term has expired –if they do take legal advice immediately.

KEYS

Don't release these until the letting agreement has completed or you may have difficulty taking action if the tenant causes problems.

Christmas lets - dos and don'ts

Temporary Christmas occupations can be a great way to reduce cost but remember the following:

- ✓ DO your preparation well in advance.
- ✓ DO consider collecting all the rent upfront.
- ✓ DO use a solicitor when letting agreements need to be contracted out.
- ✗ DON'T allow a tenant to remain in occupation after the term has expired.
- ✗ DON'T release the keys until the letting has completed.

Contact Tim Shaw on +44 (0)114 279 4143 or
Heather Manning on +44 (0)114 279 4090
www.nabarro.com

EYMS Launches World War 1 Centenary 'Poppy Bus'

To help recognise the commemoration going on this year around the centenary of the outbreak of the First World War, Hull-based bus company East Yorkshire Motor Services has painted one of its buses in a special livery featuring the poppy and with the words 'Lest We Forget'.

EYMS Chairman, Peter Shipp, said "I felt it only right and appropriate that we should do something to help recognise this important anniversary of the start of a war where so many men, including many from this area, gave their lives."

"So we decided to paint one of our buses in this special livery and after its first outing at our Big Bus Day on 30th August, it will now be seen on the streets of Hull and the East Riding, as it will run on a variety of routes throughout the EYMS area in the next few weeks."



The bus will also be available to be present at some of the events on and around Remembrance Day in November and EYMS has already promised to help the Royal British Legion publicise

the remembrance event which will be at Hull City Hall on Friday 7 November.

ACAS Yorkshire & Humberside

Chamber Members ACAS are renowned for their work in disputes, but do you know what else they do?

ACAS having been active in Yorkshire & Humberside for the last 40 years. The majority of work has been in dispute resolution surrounding large scale issues and individual Employment Tribunal conciliation, but much of their work now focuses on working with employers and employees to improve organisations, through better employment relations, therefore preventing the problems in the first place.

Training

ACAS delivered training courses to over 25,000 delegates in 2013 ranging from employment law updates to tailored in-company training. We offer diagnostic work to assess your current situation and give recommendations on improvements that will increase efficiency and workplace relations.

All our training sessions can be delivered in-house. Contact our customer service team for more information or to book on **0300 123 1150**.

ACAS helpline - 0300 123 1100
www.acas.org.uk Twitter - acasYandH

ACAS events in Hull during 2014

EVENT TITLE	DATE	DELEGATE FEE	VENUE
I'm An Employer...Get Me Out Of Here - Mock Employment Tribunal	29 th Oct	£235	Hallmark Hotel Hull
Managing Absence At Work	12 th Nov	£95	Hallmark Hotel Hull
Shared Parental Leave – All You Need To Know	19 th Nov	£95	Hull City Council
Employment Law Update	21 st Nov	£95	Hallmark Hotel Hull
Essential Skills for Supervisors	24 th Nov	£160	Hallmark Hotel Hull
Human Resource Management for Beginners	2 nd Dec	£160	Hallmark Hotel Hull



Spencer Group Teams Up With Hull College To Hire Largest-Ever Group Of Apprentices

Fast-growing local business Spencer Group has taken on the most apprentices in the company's history, having forged a partnership with Hull College to hire 12 young people.

The dozen recruits all started on the same day after Hull-based specialist engineering business Spencer and the College worked together to create bespoke training programmes to develop the next generation of local talent for the company.

Every one of the young people, aged from 17 to 29, have joined Spencer either directly from studying at Hull College or were identified by the College as matching the company's requirements in terms of skills, personality and attitude.

Spencer, which this year celebrates 25 years since it was founded, has hired six apprentices on a Technical Construction Apprenticeship programme; five apprentices have joined a Software Development Higher Level Apprenticeship programme; and the company has also taken on a Computer-Aided Design (CAD) Apprentice.

Spencer Chief Executive Frank Millar said: "These appointments demonstrate our commitment to invest in the young people of our home city and in the future of our industry.

"Working with a valued partner in Hull College, we are proud to offer these young people the opportunity to gain tremendous experience in a business which operates nationally and internationally and be part of our exciting growth plans."

Hull College Principal Graham Towse said: "This is a true partnership. These apprenticeship programmes have been developed with Spencer Group to create a package that directly suits the needs of the employer."

Bridge McFarland Speakers are in Demand

Specialists from the Hull office of Bridge McFarland solicitors, a Chamber Patron, are in demand from professional bodies and private businesses to pass on their expertise.

In addition to speaking at forthcoming events for the Chartered Institute of Personnel and Development (CIPD) and the Chartered Institute of Building (CIOB), the firm runs its own seminars without charge to give employers an insight into legal issues.

Lee Whiting, a Partner and employment law specialist at Bridge McFarland's Hull office, said: "We place great importance on helping businesses minimise the complications of legal issues.

Lee and his colleague Nicola Barrass will join forces for a CIPD event entitled 'Employees Behaving Badly' on the subject of stress and bullying in the workplace which will take place at The Village Hotel, Hull on Tuesday 25 November.

Dispute resolution specialists Rob Ripley, a Partner in the firm, and Mike Wilson, an Associate Solicitor, will feature in the CIOB's next programme of events and are also preparing a seminar, which Bridge McFarland will present jointly with Sewell Group, on legal issues around safety in the construction sector.

Rob said: "We worked with The Sewell Group to deliver a seminar during this year's Humber Business Week, covering employment, health and safety and commercial litigation.

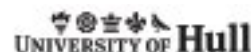
"The feedback was very positive and prompted us to look at organising another event which will



L-R: Mike Wilson and Rob Ripley

focus on the construction sector. We are also working on ideas now for an event during Humber Business Week 2015."

For further information on Bridge McFarland's seminars please contact Hannah Krebs on **01482 320620**, email **events@bmcf.co.uk**



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SJG Temporary Works Ltd have quickly cemented themselves as an expert engineering consultant, specialising in Temporary Works construction for many leading UK Contactors.

Although the North-Yorkshire based consultancy are involved in projects nationwide, Managing Director, Simon Goldsmith recognises the potential on his doorstep and has invested in local Chamber of Commerce Membership to increase local work.

SJG pride themselves on offering expert opinions, consultancy and staffing for all Temporary Works requirements, providing services that contractors can rely on. All live sites require specific support and fully independent auditing; this may be in the form of a full-time Temporary Works Co-Ordinator role or support from weekly audits. This key service allows contractors to have peace of mind that all policies, procedures and site work are being run to British Standards BS5975.

In addition to this SJG's design team can provide engineered solutions and Standard Detail Designs for all necessary temporary works checks, ranging from simple piling mats to full façade retention on listed buildings. All designs are project specific

and are completed by an experienced team led by Engineering Director, Robert Galloway.

SJG also runs training courses both in-house and externally as, from direct work with the government's HSE, they realise the industry's need for trained and competent industry professionals. In their first two years SJG has trained over 600 individuals who are now certified to carry out Temporary Works controls.

For more information on any services or upcoming events visit their website: **www.BS5975.com** or speak to their commercial team today on **0800 3288003**.



Tony Allen Consulting

Have you ever pondered the idea of employing a senior, highly experienced Sales and Marketing resource to focus on developing new business for your company?

Have you ever hesitated in doing so because of the potential cost and risk of employing a full time new team member? Have you ever had to keep a potential new Sales and Marketing project on the back burner because of absence of human resource or budget? Here's the solution.

We give top flight, bespoke Sales and Marketing support on a consultancy, contract or commission basis to provide you with territory sales coverage and resource for specific Sales and Marketing events, such as product launches, strategy reviews, and sales drives into new market sectors, exhibitions, trade shows and networking events.

Tony Allen Consulting draws on a wide variety of Sales and Marketing experience gained in medical devices, business-to-business, and consumer and export markets. This experience will add value and bite to your Sales and Marketing activities at times to suit your business without you having to carry the cost of a full time employed resource.

We are currently running sales campaigns for clients in the fields of purchasing and supply chain consultancy, sale of medical devices to the NHS, provision of funded corporate training, and 2D animation and 3D modelling for websites.

We would be pleased to speak to Chamber Members about the provision of Sales and Marketing Consultancy and about the products and services we are promoting for our clients.

Tony Allen Consulting is a Growth Voucher Advisor. To learn more about this funded scheme for small businesses go to **<https://marketplace.enterprisenation.com/about>**

Tony Allen MCIM FInstSMM
Sales and Marketing Consultant
Tel. 07546 281229
Email: tony@tallenconsulting.com
www.tallenconsulting.com

Business Wins Pub Award

A Yorkshire pub has won acclaim for its service to the local community.

The Wrygarth Inn, in Great Hatfield near Hornsea, has been named winner of the 'Best Community Pub 2014' for the Yorkshire, North East and Scotland region in the Great British Pub Awards 2014. It beat off the challenge of numerous pubs in the region to claim the title.

The awards are organised by leading pub industry magazine, the Pubman's Morning Advertiser.

Its editor Rob Willock said: "The award recognises pubs that have best served their local area and

grown business in the past year.

"The judges were really impressed with the range and quality of the pub's events and its active role in the community."

The award is sponsored by pub company Admiral Taverns. Suzanne Smith, of Admiral Taverns, said: "Great community pubs are the cornerstone of Admiral's business, so this category is very close to our hearts. We are again proud to be celebrating the value of community pubs and championing passionate dedicated licensees across the pub trade with this award."



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07736 469046

Name

Michael O'Grady

Company

We Are Ability Ltd

Job Title

Managing Director



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

It was a paper round. I was earning £5 per week and I used it for buying computer games.

What do you always carry with you to work?

Always carry my iPhone everywhere with me as I suppose many other people do. It's a necessity in my line of business as I need to be accessible by phone or email and log in to the company intranet system whilst in the field.

What is the biggest Challenge facing your business?

Cashflow can be difficult, you can't presume you will be getting paid. Luckily the majority of our customers are prompt with their payments.

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

Scrap HS2 and spend the savings on improving and adding to the existing road network.

What can you see from your office window?

Whilst in the office, the usual industrial view. But when working from my home office my usual view is my lovely wife.

If you could do another job what would it be?

It would be as an archaeologist, I have become more and more interested in

history and a recent trip to Rome to see the sights has only deepened my curiosity.

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

My attention to detail, I'm also a great problem solver which is integral to my work. I would say my multi-skilled abilities with which I have a speciality in technical skills that I have gained through many years experience in all aspects of business - from the installation of cabling and networks through to management and accounts.

What was your biggest mistake in business?

Not completing an MBO sooner, as once this had taken place the business has boomed and growth has far exceeded expectations and continues to grow and flourish.

What advice would you give to aspiring entrepreneurs?

Stick at it and don't be a busy fool.

Who do you admire most in business?

Business owners who don't just see the accumulation of wealth as the only sign of success and those who help others within the community to benefit from their help and advice.

Chamber Events Diary 2014/2015

Take advantage of your Chamber Membership by attending the wide range of events we organise to help you to meet potential clients and develop valuable business relationships

Members' Speed Networking and Lunch

Friday 24 October 2014

Forest Pines Hotel & Golf Resort, Brigg
Sponsors KC Contact Centres

Members' Speed Networking and Lunch

Friday 28 November 2014

The Village Hotel

Members' Speed Networking and Lunch

Friday 30 January 2015

South Bank - Venue TBC

Chamber Annual Dinner

Friday 27 February 2015

Mercure Hull Grange Park Hotel, Willerby

AGM/Members' Speed Networking and Lunch

Friday 6 March 2015

KC Stadium, Hull

Members' Speed Networking and Lunch

Friday 20 March 2015

Members' Speed Networking and Lunch

April/May 2015

North Bank Venue TBC

Northern Lincolnshire Business Awards

Friday 15 May 2015

The Baths Hall, Scunthorpe

Chamber Expo 2014

Tuesday 2 & Wednesday 3 June 2015

The Airco Arena, Walton Street, Hull

Members' Speed Networking and Lunch

Tuesday 2 June 2015

KC Stadium, Hull (Part of Chamber Expo 2015)

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

Business Growth Accelerator – FREE WORKSHOP!

Increase your profits by 61%

You will learn:

- How to grow your profits by 61% with 5 key strategies which you can implement into your business easily, immediately and cost effectively
- How to produce high ROI's via the many online marketing methods today including your website, SEO and social media
- How to access funding for coaching and leadership/management training for you and your team through the Growth Accelerator programme

FREE Business Coaching

You will receive:

FREE bonus items worth £750 for attending:

- FREE 90 minute 1:1 coaching session with award winning coach, Pam Featherstone
- FREE ActionCLUB Time Management workshop
- FREE Workbook containing great marketing information and sales techniques to improve lead generation, conversion rates, average sale value, number of transactions and how to get repeat business and strategies to increase your profit margins
- 50% off GrowthCLUB 90 day planning workshop

This business workshop will FASTTRACK your business.

You'll be amazed at how much you can learn in just a couple of hours and the immediate effect it will have on your business. We will show you the secret to unlocking the true potential of your business.

Pam Featherstone – Award Winning Business Coach

With over 30 years of experience in running her own successful businesses. Pam is a whirlwind of energy. Her enthusiasm and knowledge will inspire you to have a fresh look at your business and take action.

During this workshop Pam will cover:

- '5 Ways' strategy to grow your profits by 61%
- How to convert your leads and make more sales
- PLUS much, much more!

Date: Thursday 30th October, 9-11.30am

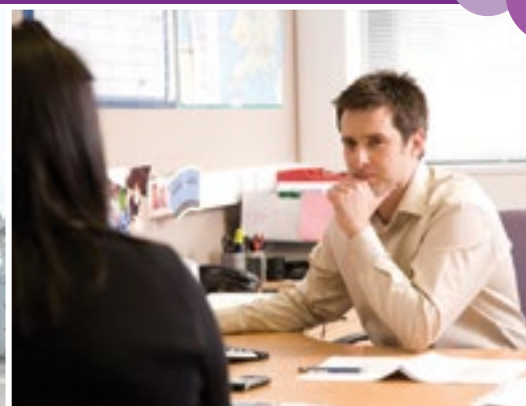
Venue: Growth Accelerator Workshop, Scarborough



Book your FREE seat today
Call Liz on 01482 227060 or
email lizsainsbury@actioncoach.com

433 Hedon Road, Hull,
East Yorkshire HU9 1RA

EXPAND YOUR BUSINESS HORIZONS



OFFICE SPACE

Are you looking for office space in Hull that's located close to the city centre and allows you to move in quickly? If so, we offer a professional business environment, first-rate service and you can benefit from a range of amenities close by.

VIRTUAL OFFICES

Our virtual office solutions are perfect for those businesses that are fast-paced and tend not to be office-based. They are also ideal for those who wish to work at home but still want to portray a professional image or for those who want a local presence.

CO-WORKING/PODs

Is working at home becoming impossible? Outgrown the space you have? Simply require a more focused, professional image for your business? Then why not consider our shared office solutions.

MEETING ROOMS

We offer the ideal venue for daytime meetings and conferences. With stunning views over the Humber, it is a perfect location for meetings away from the office. A range of versatile rooms can cater for delegate numbers from two to 55.

TENANT BENEFITS INCLUDE:

- Prestigious address
- Wifi hotspot
- Instant data/voice connectivity
- 24/7 access
- Car parking and 24 hour security
- Fully managed reception
- Corporate hospitality opportunities

TALK TO US

If you are interested in any of the services at The Deep Business Centre please get in touch, we will be happy to discuss with you.



The Deep Business Centre, Tower St, Hull, HU1 4BG

Web: businesscentre.thedeep.co.uk

Tel: 01482 382000

Email: business@thedeep.co.uk



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BUSINESS CENTRE