

# BUSINESS INTELLIGENCE

The Magazine of Hull & Humber Chamber of Commerce

April/May 2016

Issue 31

## Hull City Council's Major Projects Usher In An Excting New Era

See Page 30





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Front Cover Image - Studio Image

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## Accountant Takes on Great Wall of China for Alzheimer's Society

Beverley and Hull based chartered accountant, Tracy Hutty from cbaSadofskys has taken on the challenge of trekking the Great Wall of China to raise £3,350 in aid of Alzheimer's Society, this October.

The trek involves six days trekking the contours of hills and mountains on remote sections of the Great Wall and historical sites of the Forbidden City, Tiananmen Square and Beijing.

Tracy said: "Anyone who knows me well will appreciate that I am not a great fan of exercise and so this will be a real challenge for me, however I am in training and really looking forward to the challenge ahead of me."

"I am urged on because over the past few years I have seen people affected by this disease and at the end of last year it was mentioned to me just how supportive the Alzheimer's Society has been to a client of mine. During the New Year celebrations details of this challenge appeared on my Facebook page and it seemed like the right thing to do, but given the genuine challenge for me to get fit enough to complete this I thought long and hard before signing up, and, encouraged by my family, decided to give it a go."

Tracy has the full support of her team behind her and everyone at cbaSadofskys is very proud of her for taking this on. Chris Brown, Director of cbaSadofskys said: "I have worked with Tracy for 20 years and was surprised to hear that she would be taking part in such a gruelling challenge, however, she is showing great determination and has started her training by walking around the hills and dales on Melton and Welton. We are all very proud of Tracy and wish her the best of luck. She will be raising £3,350 for the Alzheimer's Society and hope her boots are well worn in by October."

Anyone wanting to sponsor Tracy can either email [thutty@cbsadofskys.co.uk](mailto:thutty@cbsadofskys.co.uk) for the Just Giving link of visit her Just Giving Page: [www.justgiving.com/Tracy-Hutty/](http://www.justgiving.com/Tracy-Hutty/)



Chamber Patrons at their Annual Lunch with Lord Mayor Councillor Anita Harrison and Consort Councillor Peter Clark.

# Chamber's Website Designer Receives Patron's Plaque

Ludo Studio managing director Chris Middleton was presented with a Patron's Plaque during the Patron's annual lunch held at Hull's Guildhall in recognition of becoming a Patron of Hull & Humber Chamber.

Chris's company, Ludo Studio Ltd created the Hull & Humber Chamber of Commerce's new website and was presented with his Patron's Plaque by Chamber President Steve Eastwood and Chief Executive Ian Kelly.

Chris Middleton said: "We are delighted to become Chamber Patrons and are pleased that the new website has been so well received. We are sure it will serve the Chamber well for many years to come".

The project took months to plan and develop. The Chamber's External Affairs Manager, David Hooper, thanked the Ludo Studio team for their hard work in developing and building the new site and said Chris and his team are brilliant to work with.

"Everyone at the Chamber is delighted with the results which have culminated in a modern, fresh looking, easy to navigate website, which is providing a much more user-friendly visitor experience.



Chris Middleton (right) receives his Patron's Plaque from Chamber President Steve Eastwood (left) watched by Ian Kelly.

"On behalf of the Chamber I would like to thank Chris and the team at Ludo Studio for all their hard-work and patience in developing solutions for some complicated and taxing challenges, especially with the directory and event booking systems.

The new website has a modern, clean look and is easier to navigate around and to find the key information visitors are looking for.

Important new features include an on-line Members' Directory, a special section for exclusive Member-to-Member offers, and a new booking system for events.

The relaunched website also features a simplified navigation structure. There are also direct links to our sister companies, Chamber Training (Humber) Ltd and The Chamber Acorn Fund, as well as all the popular pages from our old site, with lots of news from the Chamber, our International Trade Department and of course, Members themselves.

If you would like to know more about Ludo Studio, give Chris and his team a call on **0333 772 9892** or call in at Salters House, Salters Court, 156 High St, Hull HU1 1NQ, or visit their website, [www.ludostudio.co.uk](http://www.ludostudio.co.uk)

# Praise for Linkage

Great Grimsby MP Melanie Onn has paid tribute to Linkage for its 40 years of support for people with learning difficulties.

The MP was addressing the first network event of the year at Grimsby by the Hull and Humber Chamber of Commerce, which Linkage sponsored as part of its anniversary celebrations.

Melanie heard a presentation by Linkage client and artist-in-residence, Philip Williams, and told the audience of business people: "I've heard some great stories about the fantastic work done with youngsters who have learning difficulties. I see so many people coming through to my surgeries who have fallen through the net in some way, so it's hugely important to recognise this safety net for so many people, which is so close on our doorstep." Philip told the event at the Humber Royal Hotel in Grimsby of his journey from special school in Lincoln to finding the right further education, and his progression towards an independent life in his own flat at Linkage's Sampson House in Lincoln.

He said: "I would like to say how pleased I am that Linkage has helped me so well these past few years.

"Before I started with them, I was a completely different person. I got stressed and angry very often, and had difficulty coping with certain things, ie. making mistakes, people being rude. I didn't enjoy school, as they didn't understand autism, and they were strict. I didn't enjoy mainstream college either, as at the time, they too weren't capable of helping people with learning disabilities.

"Linkage is a charity that helps people with learning disabilities. They have given me lots of emotional



support and the psychologist, Don MacKenzie, taught me breathing exercises and how to deal with things better. I've done my bit as well. I found living independently from others much better, so I was happier. It wasn't easy for me to change at first, but gradually it got easier. I set myself straight, as I realised that actions have consequences.

"Nowadays, I am a happier and more chilled person, I handle things much better than I used to. I have gone from old, angry Philip to new, happier Philip.

"I need a care worker to help me diffuse difficult and awkward situations. I live in Sampson House in Lincoln, and have a lovely flat there. I work as Artist-in-Residence, drawing cartoons for Linkage and I am working towards the forthcoming sensory library. I enjoy it very much.

"Linkage has done wonders for people with learning disabilities like me. I have shown that autistic people deserve a fair chance as well. I understand that adults need to be patient and mature. I have come out the other side, feeling very proud indeed."



## Warehouse Opens

The new Wholesale Textile Warehouse - John Mercer was officially opened by Cllr. Liz Redfern, Baroness Axholme. The event was attended by the Directors of the company, suppliers and other delegates.

The warehouse intends to supply quality towels, linen and bathrobes in East and South Yorkshire, and the whole of Lincolnshire. Businesses such as retailers, traders, hotels and salons do not need to travel to the Manchester area to buy towels and linen. More product lines will be added in the near future.

Sarmad Khan, company MD, said: "We aim to beat our competitors on quality. We source our products directly from the manufacturers and work closely with their QC teams, which ensures top class and consistent quality. Hotels can improve their guest ratings by using our products and retailer can sell quality towels and linen in their shops."

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Award-winning Lincolnshire Chef Rachel Green has catered for high society events for almost 20 years and her food has graced some of the finest tables in the land, a private tea for HM The Queen at the Windsor Hospice; former Prime Minister John Major and 250 guests, for HM The Queen and 800 guests at the Savoy for the opening of Jubilee Hall; numerous times for HRH Prince Charles at St James Palace; a private dinner for Lulu, and Rachel catered for 400 guests at the opening of the multi-million pound refurbishment of Lincoln Castle, attended by Princess Anne.

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## Let's Talk About Food

Award-winning Lincolnshire Chef Rachel Green is delighted to offer a top-notch chef consultancy service to clients across the food sector.



Rachel's culinary experience spans 20 years, she is a regular on TV and radio, and contributes recipes to numerous foodies titles. Rachel has published two cookery books, The Chatsworth Cookery Book, and Sausages: Making the Most of the Great British Sausage, she is currently developing recipes for her third book, but annoyingly for us, she can't divulge any of the content, although Rachel quickly revealed, it will have a heritage theme, and that's all we're getting!

Rachel offers a bespoke consultancy service, based on her wealth of experience in the ever-changing world of food fads. Rachel ran a successful restaurant, has appeared on your TV screens in: Flying Dishes, Kill It, Cook It, Eat It, Farm of Fussy Eaters and World on a Plate. More recently she can be seen on Lincolnshire Kitchen, using local produce, and charging around the Lincolnshire countryside in a VW Beetle, complete with wicker shopping basket!

The word passionate is used a lot in cooking, but Rachel is indeed a passionate Chef, she has her own poly-tunnel for goodness sake, you can't get more passionate than that, she grows stuff, and then concocts the most incredible dishes. Her true love is discovering exciting new produce and experimenting with the ingredients and cooking up a storm.

Hungry to find out more, contact Rachel on **01673 838850** or email [rachel@rachel-green.co.uk](mailto:rachel@rachel-green.co.uk)

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Members of the United Towing & Salvage Society and Myton Law with the new plaque at Riverside House, Nelson St, Hull

## Plaque Marks a Shipping Industry Centenary

1916 saw Hull Associated Tug Owners, later to become United Towing Co. Ltd, take offices on Nelson Street overlooking the city's Victoria Pier. One hundred years on, Hull's 'United Towing and Salvage Society' has unveiled a plaque at Riverside House, now appropriately the offices of shipping lawyers Myton Law, to act as a permanent reminder of the many years United Towing operated from there.

The rich maritime history of Riverside House came to light last year when Myton Law moved there after undertaking a major £650K restoration project which brought the building back to life after standing empty for ten years.

Tony Porter, Chair of the United Towing & Salvage Society, said: "The land on which Riverside House is built is literally steeped in nautical history as it stands on what was originally earth excavated when Humber Dock was created in the early 1800s. Initially, as the ground was consolidating, it was used by Westerdale's, a mast, block and pump manufacturer.

"With the Corporation Pier opening in 1847 local and international trade would be passing the window, so this was a great location for five local tug companies cooperating with each other as the Hull Associated Tug Owners. They took over the offices from Her Majesty's Customs and Excise in 1916.

"The Association became United Towing Co. Ltd when seven tug companies decided formally to merge into one company and this building

became the head office in 1926 and for the next fifty years.

"Now Myton Law is here and, for a law firm with expertise in shipping, transport and international trade, the location has the weight of history on its side.

"The United Towing & Salvage Society would like to thank Myton Law for the opportunity to hang this plaque commemorating the years that United Towing spent here."

Myton Law director Scott Yates said, "Riverside House's history and its great location looking out over the Humber are what attracted us to invest in renovating this building to form the headquarters of our shipping law firm. So we were pleased to welcome the Society here and to have their plaque proudly displayed in the entrance hallway as a constant reminder of the building's and this city's maritime heritage."

Myton Law, which is Yorkshire's only specialist shipping, transport and insurance practice, serves regional, national and international clients. The Hull firm also provides company and commercial legal advice to clients in its specialist sectors.

The United Towing & Salvage Society's aims are to collect the history of United Towing in the form of photographs, artefacts and personal accounts so that they are preserved for future generations. The Society will have a website up and running soon but in the meantime the Society can be contacted at [utandss@gmail.com](mailto:utandss@gmail.com)

[www.mytonlaw.co.uk](http://www.mytonlaw.co.uk)



Standing: Debbie Plaxton, Ed Davies, Julie Heap, Annette Wright. Seated: Chris Gibbon, Graham Carter

## 'Best Local Building Society 2016' Awarded

The Beverley Building Society in East Yorkshire won best local building society from the Mortgage Finance Gazette Awards for 2016.

This gets the team at Beverley Building Society off to a great start for the year as it celebrates its 150th Anniversary.

An annual programme of forthcoming events and promotional activity involving its members and local businesses will be announced shortly as well as the Society's main charity partner.

Peter Myers, Chief Executive of Beverley Building Society, said: "I feel that receiving a national award demonstrates a great achievement by our team and reflects upon our strong independent mutuality with a product range that offers straightforward, value for money, easy to understand products, which are supported by an unrivalled level of personal service.

"In addition, it reflects our ethos which continues to differentiate us from other lenders with a commitment to providing a professional and friendly service to all our customers. We have flexible underwriting capabilities and, because we are based in the local community, we consider each customer on their own merits without using a credit scoring facility, which can often place onerous restrictions on potential home owners and movers."

"The Judges sought to acknowledge the work and initiatives of lenders and their innovation, use of technology, customer service, community services, arrears management, anti-fraud, conveyancing and legal work. Entries were then independently analysed by a financial research company. With all this in mind, it is a fantastic achievement and I am very proud of our team."

For more information please visit [www.beverleybs.co.uk](http://www.beverleybs.co.uk) or call **01482 881510**.



# Brexit: The Legals

By James Westwood, Company and  
Commercial Lawyer, Myton Law

So we know that on 23 June 2016 the nation will speak on the question of our continuing relationship with the EU. Beyond that much is up for debate, all the more so if the decision is to leave the EU. There are far more questions than answers at this stage, not least around any post-Brexit flow of goods and services and workers between the UK and the EU. It may therefore be helpful to reflect on what we do know.

## The mechanics of exit

Following an exit vote, the Government will have to serve notice under Article 50 of the Treaty on European Union of its intention to withdraw from the EU. The Treaty provides for a period of at least two years to negotiate a withdrawal agreement, which may be extended. Unpicking some 40 years of integration and agreeing a new working relationship will be complicated and time consuming so an extension would come as no surprise.

## How does EU law affect us?

Very little of EU law automatically applies in the UK. The types of EU law which do are treaties, EU regulations and, in some cases, rulings of the European Court. This is known as 'direct effect'. EU law can also indirectly affect us because public bodies, including the courts are required to interpret national law in line with EU law, known as the principle of 'indirect effect'. The bulk of EU law however takes the form of 'Directives', which set out core rules which must be complied with but which are left to individual member state governments to implement via national legislation. In the UK this is done via 'Regulations', with which

many readers will doubtless be familiar.

## The influence of EU law

Statistics vary as to precisely how much of our law emanates from Brussels and they range from 10% to 70%, depending on who you listen to. The assessment is open to interpretation so it is probably a pointless exercise trying to arrive at a precise figure, suffice to say the truth lies somewhere between the two and probably towards the lower end. Whilst it is certainly much less than the 80% boldly predicted by Jacques Delors back in 1988 which didn't go down particularly well in certain quarters, it is a significant amount. Crucially, much of our current law which is integral to the running of business derives from EU law. This includes substantial amounts of the law relating to employment, environmental and Health & Safety matters, consumer protection, certain intellectual property rights, data protection and the rules on where legal proceedings should be issued and how court judgments may be enforced across the EU.

## The impact of Brexit

Post Brexit, the UK would no longer be obliged to comply with EU law and Parliament would in theory be free to repeal any laws it has passed at the behest of Brussels. However, those hoping for sweeping changes are likely to be disappointed. Much Brussels-inspired English law has become the norm and, with some exceptions, works reasonably well. Furthermore, if UK businesses wish to continue successfully trading within the EU following a Brexit, it is likely they would need to continue to comply in large part with EU

law, particularly relating to the supply of goods. Wholesale legal changes are therefore unlikely to make sense. What is clear is that any changes to laws will not happen overnight. Negotiations over a UK exit would probably take years rather than months to conclude, but, whatever the case, it is going to be an interesting time.

For more detailed information or specific advice, please contact James Westwood on **01482 485020** or via [james.westwood@mytonlaw.co.uk](mailto:james.westwood@mytonlaw.co.uk)

[www.mytonlaw.co.uk](http://www.mytonlaw.co.uk)



**By James  
Westwood,  
Company and  
Commercial  
Lawyer,  
Myton Law**



# Business Events Show the Deep's Corporate Clout

An award-winning tourist attraction underlined the strength of its offer for businesses by beginning the year with an array of high quality corporate events.

The Deep, which houses more than 40 businesses employing more than 200 people in The Deep Business Centre, welcomed audiences ranging from MPs to trainees to three celebrations in its spectacular Oceans Gallery.

Hull Business Improvement District (BID) chose the venue to showcase its achievements over the last 10 years. More than 100 people from the city centre business community viewed a video outlining the work of HullBID in making the city centre safer, cleaner and more vibrant.

They also listened as strong messages of support for BID were delivered by Alan Johnson, the MP for Hull West and Hessle, Humberside Police and Crime Commissioner Matthew Grove and Jim Harris, Chair of HullBID and Manager of St Stephen's Shopping Centre.

In the first week of March the Hull Daily Mail brought together some of the biggest businesses in the region including Siemens, Spencer Group and Arco for The Humber Renewables Awards 2016.



**Pictured at the HullBID ballot event at The Deep are (from left) Alan Johnson MP, Kathryn Shillito, HullBID City Centre Manager, Matthew Grove, Humberside Police and Crime Commissioner, Victoria Jackson MBE, former HullBID Chair, Jim Harris, current HullBID Chair and Manager of St Stephen's Shopping Centre**

The following week the spotlight was on young workers as ENGIE Fabricom in Immingham held their apprentice of the year awards at The Deep.

Kathryn Shillito, HullBID City Centre Manager, said: "We promote all of our member businesses and The Deep is very supportive of what we do. It is also a high quality venue providing an appropriate venue for this event which was all

about innovation, celebration and providing information."

Freya Cross, Business and Corporate Manager at The Deep, said: "In addition to being recognised nationally as a leading tourism attraction The Deep is a significant player in the regional business community and these events demonstrate the strength of our partnerships and our corporate offer."

## Airport Receives a Timely Boost

The Civil Aviation Authority (CAA) has confirmed that Leeds Bradford Airport (LBA) has been named for the second consecutive quarter as the UK airport having the highest percentage of on time flights and also the airport registering the largest year on year improvement.

The CAA analysis covered the period Q3 2015 and included on time performance statistics from across the UK airports covering five London and 19 regional airports.

Leeds Bradford Airport recorded the biggest improvement in on time performance, up by

three percentage points on Q3 2014 - one of only five UK airports registering any year on year improvement.

LBA passengers had an average delay of only 10 minutes in Q3 2015 whilst the figure across all UK airports was 15 minutes. By comparison in Q3 2014 LBA's average delay was 11 minutes.

Tony Hallwood, Leeds Bradford Airport's Aviation Development Director, said "Leeds Bradford Airport are very pleased that our hard work working closely with our airline partners has delivered once again a high and

improving level of on time performance. The CAA analysis shows that our commitment has delivered the best result of any UK airport with 84% of LBA's flights departing on time.

"With short taxi times to the runway, departure gates no more than a five minutes walk from security, new boarding zones and an airport team that is dedicated to improving customer service, we are proud that Leeds Bradford has been able to register the highest year on year improvement across the UK."

# Investment Enables Jobs and Growth for Humber Businesses

Finance Yorkshire has now invested more than £100 million in companies across Yorkshire and the Humber, delivering significant business growth and job creation.

Its investments have created and safeguarded more than 11,000 jobs in the region while businesses have increased their turnover by £366 million and attracted a further £257 million from other private sector sources.

Finance Yorkshire's excellent track record is continuing in 2016 with businesses in Hull and Humber benefitting from its investments.

Ludo Studio in Hull – an internet marketing and graphic design business – is planning to more than double its turnover following investment from Finance Yorkshire.

The company operates the Retail Centred and Optimised Law brands. Retail Centred offers signage and sales material for retailers and shopping centres while Optimised Law provides self-managed internet marketing packages for law firms.

A £50,000 Business Loan from Finance Yorkshire will enable the company to invest in business development, marketing material and telemarketing as it looks to gain new customers and accelerate growth.

Ludo Studio's turnover currently stands at around £1 million but the company is aiming to hit £2.5 million within five years and double the size of its 15-strong team.



Alex McWhirter,  
Chief Executive of  
Finance Yorkshire



Left to right, Darren Trice of Kaizen Consulting, Ian Atkinson of Finance Yorkshire and Chris Middleton of Ludo Studio

To help it meet that target, Ludo Studio is creating four new jobs – two designers, an internet marketing assistant and a web developer.

Managing Director Chris Middleton said: "We used to be a marketing company that did all things for all people until we realised that we had specialist skills and a customer database that was skewed towards shopping centres and legal clients. This led us to create two new brands and we structured our team internally to develop these markets further.

"The investment from Finance Yorkshire will enable us to reach the next stage in our development."

Finance Yorkshire's Chief Executive Alex McWhirter said: "We recognise that SMEs are the bedrock of the Yorkshire and the Humber economy, and we are committed to supporting them. It is clear from our strong investment performance that we have helped businesses to deliver success and drive economic prosperity in the region.

"Ludo Studio is totally focussed on taking advantage of the growth opportunities presented by their business brands and we are delighted that they are creating four new skilled jobs in Hull city centre."

Kishor Tailor, Chief Executive of Humber Local Enterprise Partnership, said: "The Humber is going through a renaissance with digital technologies having a strong focus across our region. It is great to see that small businesses in the digital economy are growing and thriving.

"The importance of online platforms to maximise brands is paramount to business growth and success, with the digital sector constantly changing, as new technologies are created, we need a workforce of creative forward thinkers, ensuring the Humber stays strong in digital technologies.

"It is great to see four new jobs being created in this sector and we wish Ludo Studio success with this business growth project."

Finance Yorkshire provides seedcorn, loan and equity linked investments, ranging from £15,000 to £2m to help a range of small and medium sized businesses to meet their funding requirements for growth and development.

The project is supported financially by the European Union. It attracts 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, UK Government and the European Investment Bank. Finance Yorkshire is also supported by the Regional Growth Fund.



For more information about Finance Yorkshire, please visit [www.finance-yorkshire.com](http://www.finance-yorkshire.com) or call **0300 030 6060**.



# East Yorkshire Agency Brings Energy Expertise to PR Team

East Yorkshire-based Bluestorm Design & Marketing Ltd has welcomed communications professional Lucy Marsh to its award-winning PR team. With almost 20 years' writing experience, Lucy brings with her a background in renewables and biofuels, which will build on Bluestorm's existing expertise in the energy sector.

Lucy started her career as a journalist on national newspapers, before becoming a freelance writer. She then moved into PR, marketing and advertising for a number of years, copywriting for a broad spectrum of clients. She spent two years writing and editing Cornwall Energy's digital title Energy Spectrum, and has recently been in the role of communications officer at NNFCC, a leading international bioeconomy consultancy with expertise on the conversion of biomass to bioenergy, biofuels and bio-based products.

Along with Bluestorm's ongoing work providing integrated marketing and PR support to Green Port Hull, the agency has worked on many other energy-related projects, with clients including Siemens, Humber LEP, ABP and Team Humber Marine Alliance (THMA).

Andrew Cawley, Managing Director at Bluestorm, commented: "The Humber region is positioning itself as a global leader in the fast-growing energy sector, thanks to Hull's proximity to a third of the country's designated major wind farm development zones. In addition to offshore wind, there are major investments and opportunities in biofuels, waste to energy, solar, wave and tidal power generation in our area.

"These opportunities on our doorstep means Bluestorm is constantly building its client base in the ports, logistics and energy sectors, which are prominent in our region. We are looking forward to future projects across these industries and believe Lucy is the ideal person to support our efforts and add strength with her knowledge in this area. We're delighted to have her on board."

Visit [www.bluestormdesign.co.uk](http://www.bluestormdesign.co.uk)



## Yorkshire Cancer Research Appoints New Regional Fundraiser

Yorkshire Cancer Research (Registered Charity 516898) has appointed a new Regional Fundraiser for Hull and East Yorkshire.

Adrienne Hodgson, from Beverley, has joined the charity, which recently announced an ambitious aim to raise £100m over the next 10 years to help more people in Yorkshire avoid, survive and cope with cancer.

People in Yorkshire are more likely to get cancer, and more likely to die from it, than most other counties in England. Cancer outcomes in Hull are particularly poor, with incidence and mortality rates well above the national average.

Adrienne said: "We believe every single person in every community in and around Yorkshire should have the very best chance of living a long and healthy life with, without and beyond cancer. Together with our supporters, we can make this vision a reality.

"Our goal is to ensure that by 2025 at least 2,000 more people in Yorkshire will survive cancer every year and we need everyone's help to make this happen."

By working closely with researchers, scientists and clinicians, the NHS and other charities, Yorkshire Cancer Research aims to transform the local cancer landscape and make Yorkshire one of the very best regions in England.

You can find out more about Yorkshire Cancer Research by visiting [www.ycr.org.uk](http://www.ycr.org.uk). For further information about how you can get involved in fundraising, either as a business or an individual, please contact Adrienne on **07464 924495** or [adrienne@ycr.org.uk](mailto:adrienne@ycr.org.uk).

# Changes to Commercial Property Stamp Duty from 17 March 2016

## Will you be completing on a Commercial Property Purchase or Lease on or after the 17th March 2016?

New stamp duty land tax (SDLT) rates introduced in the 2016 budget will result in savings for a large number of commercial property transactions, but high value transactions could end up costing significantly more in tax with the purchase price overlap coming in at around £1.05m.

On Wednesday 16 March in his budget, the Chancellor announced that there was to be a change in the way SDLT is to be calculated in relation to commercial property purchases and the granting of commercial property leases. This change will ultimately affect anyone who is planning to purchase a commercial property above £150,000 or will be entering into a lease with a net present value above £5m.

Under the old system for calculating the tax due on a commercial property purchase, SDLT was calculated on a single percentage point basis, otherwise known as a 'slab system'. So, for example, if you purchased a commercial property for £375,000 you would have paid SDLT at 3% totalling £11,250. The 3% charge applied to all commercial property within the price bracket of £250,001 - £500,000.

The new system alters this by bringing in a 'slice system' as is now used for residential purchases. Commercial property SDLT will be calculated based on the relevant percentage applicable to the 'slice' of the price which falls within any given bracket, as shown in the table below.

Purchase Price Bands	Rate of SDLT
£0 - £150,000	0%
£150,001 - £250,000	2%
Above £250,001	5%

So, for example, using the new system, if you purchase that same commercial property for £375,000 on or after the 17th March 2016 you would pay only £8250 in tax – ie around 27% less. How the amount of SDLT is calculated based on this example is shown in the table below:

Purchase Price Bands	Rate of SDLT	Amount of SDLT Due in each band based on £375,000 purchase price
£0 - £150,000	0%	£0
£150,001 - £250,000	2%	£2000
Above £250,001	5%	£6250
<b>Total Amount of SDLT due</b>		<b>£8250</b>

It is imperative that you speak to your legal adviser about your liability for stamp duty land tax on any transaction, especially one which is in the course of exchange/completion, to ensure you have a clear understanding of how your transaction will be affected by the new rates. You should also be aware that if SDLT is underpaid or the relevant return is filed late, fines and penalties can quickly mount up.



## making strategic moves

Whether you own land with development potential, multi let premises or individual business units, our specialist commercial property team will advise you. If you are buying, selling, leasing or developing property, we have the legal experience to help you move forward.

*There for you because property matters*

For further information on this or any other commercial property legal issue, contact Wilkin Chapman solicitors on **01472 262626** or **01482 398398**.

[www.wilkinchapman.co.uk](http://www.wilkinchapman.co.uk)

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solicitors



## Exploring New Opportunities

Investing time exploring new opportunities is becoming a fruitful journey for Britcom, the UK's leading exporter of trucks.

The Special Projects Team at Britcom have already uncovered new opportunities including sugar estates in Mauritius, explosive/blasting in Mozambique, mining operations throughout Africa, forestry in Malaysia and Oil and Petrochemicals in the Caribbean.

The latest success story is a substantial order for New and Unused right hand drive Renault Kerax 6x4 Tractor Units bound for the Caribbean.

The opportunity to purchase and supply units

from manufacturers' redundant stock or frustrated export orders, such as 8x4 and 6x6 units, allows the company to develop previously untapped territories for Britcom in right hand drive markets, and they are continuing to explore and win new opportunities in other new markets.

Blakey Jones, Export Manager, said: "Over the years we have had to adapt to changing markets and therefore the profile of the vehicles we supply, to ensure we can still fulfil our customer's requirements in this rapidly developing world, and we are always looking for opportunities to purchase new specialist equipment for these clients."

"Having the right stock available is key, but also being able efficiently to deliver the units to any part of the World at short notice without complications is essential for the customer seeking to exploit their opportunities at short notice. The projects often need a door-to-door service with units that can be commissioned immediately on arrival."

In addition to supplying the units, the company offers substantial parts supply packages, driver training and workshop and diagnostic support – essential in continuing to develop long term relationships with customers.

## Free Wi-Fi Now on Eyms Buses to Cottingham, Hull University and York

East Yorkshire Motor Services has announced that free Wi-Fi is now available on the majority of its buses running on services between Hull city centre, Hull University and Cottingham, and on the main X46 route between Hull and York, running via Beverley, Market Weighton and Pocklington

The nine buses allocated to the frequent 103 and 105 routes between Hull and Cottingham via the University, recently painted in the new eye-catching 'route-branded' livery, have been equipped with Wi-Fi, as have the five buses which operate the X46 on an hourly frequency between Hull, Beverley, Market Weighton and York.

Trials took place on these routes so that one or two hotspot problems could be resolved, but even before the Wi-Fi was announced some passengers had found that it was available on one or two of the buses and EYMS received some very positive comments.

EYMS Chairman, Peter Shipp, said: "Whilst the Wi-Fi was not cheap to install, I hope it will be an added attraction for passengers on the longer journeys to York and on the 103 and 105 routes, which, between them, cater for thousands of university students as well as lots of other passengers in the Cottingham area. Currently there are no plans to roll out

Wi-Fi onto other East Yorkshire routes but we will monitor the situation very carefully and if it does help attract extra passengers, we will certainly consider it in other areas. Initial reaction has already been extremely positive."

The company says that the majority of the trips on these routes – it aims for at least 90% - will be operated by the Wi-Fi buses, but points out that other buses may have to be substituted on occasion to cover routine maintenance or repairs on the buses normally allocated to the routes.



The Hull & Humber Chamber of Commerce held a panel discussion on Cyber Crime after its AGM network lunch. Pictured (left to right) are DCI Steve Thomas from Humberside Police; Ian Hill, KCOM's Information Security Manager; Gordon Meldrum, Hull University and Agenda Screening Services; Police and Crime Commissioner for Humberside Police Matthew Grove; Chamber President Owen Finn; Andrew Dixon, Barclays Bank Business Digital Eagle Personal and Corporate Banking; Steve Eastwood; insurance specialist and Richard Osgerby, DI Specialist Command, Cyber Crime, Humberside Police.

## High-Calibre Cyber Crime Panel Discusses Online Dangers Facing Business

The Hull & Humber Chamber of Commerce pulled together an impressive panel of experts to discuss the dangers of Cyber Crime to business.

Speaking before the discussion, Police and Crime Commissioner for Humberside, Matthew Grove, told the packed audience that his first port of call when he wanted to talk to business was the Hull & Humber Chamber of Commerce. He also paid tribute to the work of HullBID and urged businesses in the city centre to vote in favour of renewing the Business Improvement District's mandate on March 17. Mr Grove said: "I am terrified that the day after the vote there may be no HullBID – it would make my job far more difficult."

Mr Grove said: "Crime is changing at a pace and we are all struggling to keep up with it".

Praising his Chief Constable, Justine Curran, he said she had great vision to modernise the force and make the necessary changes.

He told the audience that Cyber Crime and Fraud will outstrip all traditional crimes for the first time this year and there was now a £5-million Technology Transition Fund to help combat it.

Sitting on the panel were Immediate Past Chamber President Steve Eastwood, an insurance industry specialist; Ian Hill, KCOM's Information Security Manager; Andrew Dixon, from Barclays Bank Business Digital Eagle Personal and Corporate Banking; Gordon Meldrum, Hull University and Agenda Screening Services; DCI Steve Thomas, Humberside Police and DI Richard Osgerby, Specialist Command, Cyber Crime, Humberside Police.

The audience heard how Cyber Crime attacks often

originated from abroad and the perpetrators were therefore difficult to detect. Businesses were urged to work with the police to avoid becoming victims of crime. Because Cyber Crime is a borderless crime, it was often difficult to define the crime scene, with many attacks originating from the dark web, another aspect of the net which exists below the internet with which most of us are familiar. If businesses or individuals find themselves victims of Cyber Crime, early engagement with police was crucial to try and limit the damage and trace the offenders.

Ian Hill from KCOM said it was all about People, Processes and Technology and putting the correct systems in place. Staff needed to understand information security, and if there is a breach, they should contact the bank. Firms should also consider taking out insurance, because if they lost their data, they could not trade.

DCI Thomas pointed out that companies take measures to protect their premises, but now they need to protect their computer systems from the bad guys as well. Criminals are now monetising their services on the web.

DI Osgerby added that help, guidance and advice was available from Cyber Essential and the Cyber-Security Information Sharing Partnership (CISP) and recommended people to join it if they wanted to be ahead of the curve. "Business has a role to play in the prevention of crime," he said.

Gordon Meldrum said: "Cyber Crime will be one of the most significant debates for the next decade. Talking about the Apple case, where the FBI is trying to get the company to build a 'back door' for security services to access data on locked devices, he said: "I am happy for the state to

see my data. It's a balance between security and privacy, but a vital part of any investigation.

"Combating Cyber Crime is now an integral part of law enforcement and National Security – if we can't keep up with technological developments it puts at least one arm behind the backs of the police and security services who are working hard to protect us all."

Mr Meldrum also told the audience about his work with Hull University to create a Humber Business Resilience Forum which, it is hoped, will be launched in the near future, replicating similar organisations in London and Scotland.

Anyone who is a victim of Cyber Crime was urged to contact Action Fraud where they could report a crime confidentially and would be dealt with sensitively. Call **0300 123 2040** or visit **[www.actionfraud.police.uk](http://www.actionfraud.police.uk)**

DI Osgerby told the audience that dialling 999 if a company found itself in the middle of a cyber attack would be the correct thing to do. The police would then triage that call and determine the appropriate response.

Cyber attacks like these often take the form of ransoms, blackmail or extortion and are regarded as serious crimes. After the event, calling the non-emergency helpline 112 would also get a proportionate response.

He said: "All forces have a 24/7 response to Cyber Crime and it was now a statutory requirement for police forces".

If you would like more information about Cyber Crime, click here: **[www.humberside.police.uk/news/join-forces-tackle-cyber-crime](http://www.humberside.police.uk/news/join-forces-tackle-cyber-crime)**.



# Level the Playing Field

In today's global market, both large and small businesses are increasingly competing against one another. And it is technology that is helping this mid-market to level the playing field; enabling them to offer more to the consumer and gain parity in many important areas.

Technology advancements such as cloud systems, enhanced security, and remote working mean that small businesses can project their efficiency, resulting in a team more effectively competing with larger businesses. These innovations give SMEs access to the much needed resources and tools used by their global sized competitors.

Never before in business has this level of equality been available for SMEs, and one of the most instrumental ways this can be achieved is through the use of an effective and integrated CRM system.

By using a good CRM system, like OpenCRM, businesses of all sizes can fully integrate all their company's data and information from across all of their departments. This will give you a rich, detailed, and all encompassing perspective of your customers, the status of your business and ensures your team is aligned at all times.

A CRM system provides the same tools and templates whatever your size of business, as we all require similar things. You could be a one-man band or a growing team of 20, but the software you require is still the same as the larger corporates.

Utilising a CRM system can actually result in the

smaller companies becoming more connected to their customers. Larger companies often struggle with this crucial personal touch, due to their sheer size.

In SMEs, employees often need to be able to wear a number of hats, picking up a variety of roles within the company. It's not a bad thing but can cause some stress if they are also having to use a different system for each of these roles. By using a CRM system they can consistently perform all the jobs on their to-do list in one place. Centralised systems are the perfect way to share information, enabling your team to download, share, communicate, and access data at a moment's notice, in a safe and secure way.

By implementing a CRM system, small businesses can understand their customers more, analysing their data in the same way as a global corporation would, enabling an SME to grow quicker and expand their customer base at a faster rate.

Working at this same level, whatever the size of business, demonstrates how a small team can share the same knowledge and expertise to that of the larger company and in many cases entice customers away from them.

An effective CRM system enables small businesses to connect with customers and their team more efficiently. Using this real time information means that SMEs now have the same quality of data as the larger firms, but for a lower cost and more emphasis on a connected approach between the small business and its clients. This is something the larger companies will struggle to achieve.

Levelling the playing field indeed.

If you have any questions about OpenCRM, please get in touch. I would love to hear from you. Find us at [www.opencrm.co.uk](http://www.opencrm.co.uk) or drop us a line at [hello@opencrm.co.uk](mailto:hello@opencrm.co.uk)



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

open crm



# Fortis Therapy & Training

Award-winning mental health service provider, Fortis Therapy & Training, has created therapy and training support packages for businesses within the Humber region, helping to improve relationships in the workplace.



Since establishing in 2012, Fortis has developed a reputation of excellence within the region, winning the 'Small Business of the Year' Award at the 2015 Chamber Northern Lincolnshire Business Awards. The Fortis team, who all access regular training and supervision, are qualified, experienced, insured and regulated by professional bodies, ensuring an effective and highly skilled service. Each team member is passionate about supporting local businesses to improve relationships, communication, and mental health.

Whilst offering a cost-effective and responsive service for support, Fortis can work on a case by case basis and are also able to provide retainers or Service Level Agreements (SLA). These are agreed between Fortis and your organisation to determine time scales, identified link workers, details of the service and costings.

For more information, please contact the Fortis Therapy & Training team by emailing [enquiries@fortistherapy.co.uk](mailto:enquiries@fortistherapy.co.uk), or by calling **01472 241794**.



Fortis support with effective interventions, which have been carefully and expertly designed to:

- Support employees when returning to work after absence
- Improve attendance, performance and staff retention
- Improve emotional well-being and mental health awareness in the workplace
- Support staff therapeutically when struggling with stress, anxiety and depression
- Promote effective communication for individuals within the organisation

This is achieved through:

- One-to-one confidential effective interventions
- Coaching
- Interpersonal mediation
- Training and staff development workshops.
- Depending on the sector/business Fortis can provide clinical supervision for staff, whose role is to support or work with colleagues who may be experiencing challenging and difficult situations.
- Services are provided at Fortis' base in Grimsby or at your place of work, or in other premises, depending on your needs.

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# Unravelling a Sensible I.T. Strategy

So, you're the MD or FD and you're about to do the budgets for the year ahead... you start reflecting on your IT infrastructure.

## Cloud versus in-house data centre?

Cloud computing sounds vague and mysterious but it's simply using the professional IT resources of an external provider to host and run your software. In Contrac's case we have a Data Centre in Beverley. In raw terms, purchasing (say) two servers rather than renting space in the cloud, may look superficially attractive but drill down and you'll uncover a host of other costs:

1. The direct costs of running a server: power, floor space, aircon, storage, and IT operations.
2. The indirect costs of running a server: network and storage infrastructure and IT staff to manage the general infrastructure.
3. The overhead costs of owning a server: procurement and accounting resources.

Conversely, a data centre hosted in the cloud involves no significant investments. The data centre is owned and managed by the provider, removing the capital expenditure. Typically, cloud providers have costs that are lower by 75 to 80 per cent, compared with internal data centres.

## Capex versus Opex

Cloud computing looks even more interesting when we move into Capex vs. Opex territory. Many organisations have limits placed on them (by banks, shareholders or the capital markets) on their capital expenditure. Even if the cash outflow was roughly the same, the cloud alternative would be much more attractive. A payment on a capital good, like a server, is one of a series to which the enterprise is completely committed. The beauty of cloud computing is that you can scale it to meet your needs.

Rather than thinking about IT ownership as a prize and a virtue, Finance Directors are now aiming to access technologies for the time that they're useful - and no longer.

In East Yorkshire alone there are estimated to be upwards of 1,200 fully serviced, air-conditioned, server rooms, each with an average of £30k worth of servers inside. The total data from all 1,200

sites could now be housed in one small, family car. All this, in a world where most companies have a mission to reduce their carbon footprint!

Both in-house and private cloud infrastructures can be leased. Combined with professional IT management, you can obtain the infrastructure and administration for a predictable monthly fee.

## The Consultative Approach – time for a review?

Any business strategy needs an occasional sense-check. Looking at your technological platforms, the software you use, your need for scaling up in the future, we assess which applications are suited to the cloud – having your servers/data in Beverley isn't dissimilar to having them at the other end of the building.

Cost of ownership and ROI are our key drivers. A sensible, long-term deployment strategy, that suits your organisation will be your main concern – in 2016, a hybrid model often delivers the best of all worlds.

Call Mark Harding on **07766 421162** or e-mail **mark.harding@contrac.co.uk** for a free, consultative conversation.



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# Why Proofreading is so Important for Businesses

In these ever more competitive times for businesses, it is crucial to get your message out to prospective clients.

However, it's not just what you say but how you say it and mistakes in your printed or online material can be very damaging to your reputation.

That is why it makes sense to call in James Andrew Proofreading and Editing Services, a recently-created Beverley businesses which specialises in spotting all the problems and putting them right.

The business was started in April by James Andrew, a fully qualified proofreader, who said: "If you put out material with mistakes, it does not reflect well on your business and

the work I do helps businesses look more professional.

"Proofreading is not just about spotting spelling mistakes and typos. It is more complex than that and I can correct clumsy grammar, make sure the syntax is right, correct the wrong use of tenses and ensure that the style is consistent.

"I did some work for a client recently who had four pieces written by four different people and my job was to make sure that it read the same all the way through.

"I think the important thing to realise is that bringing in someone like me is not a criticism of the person who wrote the piece, rather part of the process to ensure that the finished work

is as good as it can be."

James works for a range of businesses in the area, proofreading everything from brochures and leaflets to letters and technical documents, including legal documents.

James, who will work on-site for a client if required, said: "Proofreading is such an important part of the process and by using our services you can make sure that your written materials gives the right impression of your company."

James can be contacted on **0787 6507437** and **jamie@andrew-1.fsnet.co.uk**

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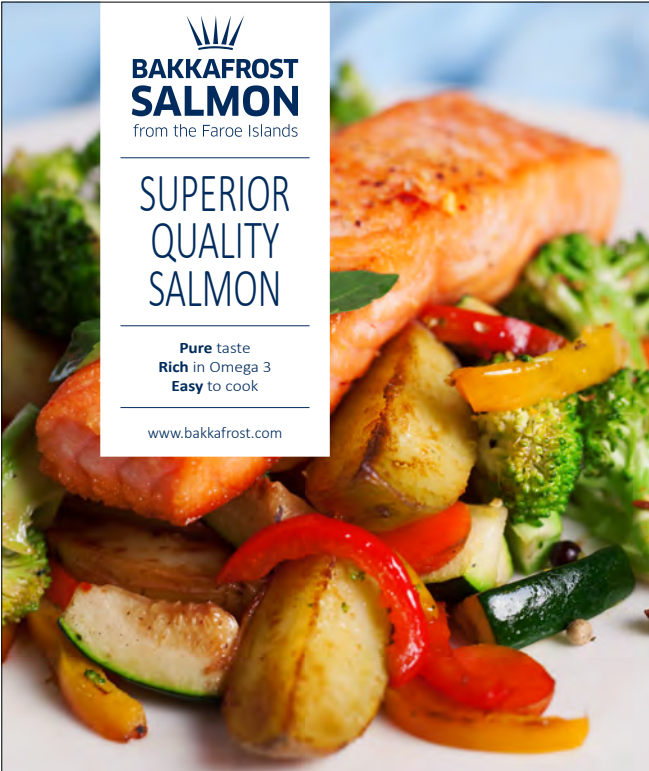
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HCF CATCH site with the HETA building on the right.

# HETA Signs Up for Five More Years at CATCH

Two of the Humber's top training organisations have agreed a new five-year deal which will keep the region at the forefront of the drive to prepare young people for careers in industry.

Humberside Engineering Training Association (HETA) has also increased its space at HCF CATCH at Stallingborough, North East Lincolnshire, as both bodies step up their efforts to provide real-life training experiences.

HETA, which is based in Hull and also has a centre at Foxhills, Scunthorpe, is in its ninth year of delivering training at CATCH. Having increased its space by 50 per cent, HETA has added seven extra welding bays, two classrooms and an electrical workshop.

The company, which will celebrate its 50th anniversary next year, has built a strong reputation in training for electrical engineering, mechanical

engineering, instrumentation, welding and pipe fitting and in recent years has expanded successfully into the renewables sector.

Iain Elliott, Chief Executive of HETA, said: "We see CATCH as the right place for HETA because it is an industry standard training campus with its own ambitious plans for development that will complement our own.

"It is also an important geographical location. We are seeing increasing demand generally from businesses in North East Lincolnshire and in particular we are looking to develop our wind turbine apprenticeships by working with our strategic partners in the offshore sector."

David Talbot, who took over as CEO at HCF CATCH earlier this year, said: "We are delighted that HETA have committed to five more years at least and have expanded their presence.

"It amounts to further recognition that HCF CATCH is located in the heart of the Humber Energy Estuary and, being industry led, is a great location for apprentices to learn. The CATCH facility is unlike any college. It is a real-life workshop which ensures that apprentices adopt the mindset of a real workplace."



## Sink or Swim?

Could Your Business Recover from a Flood?

These days you only have to watch the news to see the devastating effects a flood can have on the lives of the people caught up in it. 40% of businesses do not reopen after flooding, simply because they do not have suitable contingency plans in place.

Would your business sink or swim?

We advise you take a number of strategic steps to help prevent a disaster occurring:

- Identifying the threats to your business
- Looking at viable options and the capacity to cope
- Assessing the impact of the threat
- Identifying the resources you currently have and assessing the critical resources you need to restore a functioning business
- Creating a Disaster Recovery Plan
- Rehearsing and learning from the initial Plan
- Periodically reviewing the Plan

There are specific questions to consider for the threat of a flood, for example:

- Is there a local flood warning system in operation?
- Are copies of vital records stored in a safe place preferably off site?
- Is vital equipment raised above ground level?

If an event did occur what impact would it have on your business? Allocate your Level of Risk as High, Medium or Low. As you start actioning the points raised by answering the questions your Level of Risk, if once High, would be Medium or Low.

You could then go on to identify other threats that may affect your business and in turn create your own Disaster Recovery Plan.

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L-R: Giles Barker, Stuart Turner, Rob Partridge, Chris Parrott and Michael Dixon.

## Launching into Lincoln

After a spectacular win at the 2015 Northern Lincolnshire Business Awards for New Business of the Year, Flixborough Eco Technologies have announced the opening of their new Lincoln Office.

The launch event welcomed more than 50 guests at Lincoln City Football Club. Guest speakers such as Rob Partridge, Managing Director of Kingston Capital Finance, Michael Dixon, Installer Sales Engineer for heating and renewables on behalf of Daikin, and Chris Parrott, Managing Director of CR Parrott Consultants gave presentations.

Flixborough Eco Technologies are extremely proud of what has been achieved in the past three years. They recently supplied and installed a 107kW Solar PV system for Witham Oil and Paint at their site on Outer Circle Road in Lincoln.

Albert Darnell fish factory in Grimsby had 185kW of Solar installed. Data shows that this system,

containing 740 panels, is over producing by 38% compared to MCS figures.

Somerscales Heavy Haulage Ltd, based in Immingham, were the latest to invest in a Solar PV system which will reduce their running costs significantly. Managing Director John Somerscales said: "We've always sourced the most fuel efficient vehicles for our heavy transport operations, so when it came to our new depot project we wanted the best possible energy efficiencies in place. I'm extremely happy with the Solar PV project which has gone without any problems. Both Flixborough Eco Technologies and Kingston Capital Finance have made the process simple and we've ensured our energy efficiency credentials for many years to come."

Giles Barker, Managing Director of Flixborough Eco Technologies, said: "We really could not be happier with how the business is developing. Bringing our services and professionalism to Lincoln really puts us on the map and shows that we are leading the way in bringing the best value to our growing customer base."

Now that the Lincoln Office is up and running, Flixborough Eco Technologies are looking to create up to five new jobs in the local community.

How can they help you? Call **01724 230240** for more information.



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

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

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

### **Heavy Goods Vehicles**

North Lincs Tyres operate a modern fleet of Mercedes service vehicles all equipped with the latest fitting technology, 2 way radios and tracking systems.

### **Fleet Audit**

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



### **Roadside Assistance**

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

### **Earthmover**

The areas Earthmover tyre specialists maintaining the majority of all dockside equipment as we have done since incorporation in 1994.

### **Forklift**

North Lincs Tyres offer a full solid and pneumatic fitting service. Carrying a large variety of stock allows us to provide a fast and efficient response to all forklift tyre problems.



## New Faces at Company

SoluTech Systems Limited has welcomed two new personnel to their team, aiding continuing growth of the company.

Louise Bell has joined the East Yorkshire-based Printer and Multi-Function Device Dealer as Business Manager, with a view to care for existing customers to develop fresh opportunities with her expanse of business contacts.

Louise, who comes to SoluTech after successfully owning and managing property maintenance companies in the last 10 years, said she was looking forward to her new position.

Louise said: "My role is to play a part in the continuing development and success of SoluTech, working to forge new partnerships and ultimately ensuring the growth of the company. SoluTech already has an amazing team and holds key values, such as excellent customer service, very much in high regard. This is a key priority I hold for all my customers."

A further acquisition is Senior Service Engineer, Sam Lane from Hull. He possesses an impressive 18 years' industry experience. He said: "I'm really excited to become a part of ever-expanding service department. I endeavour to share my expansive technical knowledge and to learn new products as they are introduced to the market." Sam is keen to utilise his wealth of experience and contacts in his new role."

Established in 2001, SoluTech has built an excellent reputation for quality and customer care. As a company SoluTech are committed to the local area and have the added benefit of being able to supply and service regionally.

Alex Burgess, Managing Director, said: "We welcome both Louise and Sam and are sure they will prove valuable members of the SoluTech team. This is currently such an exciting time for Hull. With the Siemens and City of Culture investments and developments now unfolding, we are keen to get involved and take advantage of the opportunities. A further priority is ensuring we are giving back to local and regional communities wherever possible. There is so much inward investment by large, national and international companies in the surrounding area, we are always keen to develop further and promote our business.



## First Hand Training Solutions

I would like to take this opportunity to introduce myself, as a new Member to the Chamber. My name is Michelle Binns, the founder of First Hand Training Solutions. I am a highly experienced and skilled Trainer, Assessor and Internal Quality Assurer.

I provide professional and up-to-date First Aid and Health and Safety training, to Companies, both Public and Private Sector, Further Educational establishments, Sporting Organisations, Training Providers and Schools. I am an Associate Trainer with a number of reputable companies and also offer my time

to worthwhile causes as a volunteer in the community.

I also provide Employability and Customer Service Training to apprentice learners and the unemployed looking to return to work.

I am passionate about training and the service I provide to you will be professional and personal. Courses are tailor made to the individual needs of your Company and Staff, a service that can be provided Nationwide, around flexible working and at competitive prices. I offer a full range of Accredited Health and Safety and First Aid courses including Risk Assessments as well as UKATA Asbestos Awareness Training and Face Fit Testing for disposable masks.

I provide support and guidance, and ensure the training you receive is first class.

Please feel free to contact me to discuss your requirements further, I will be happy to help.

Contact details are as follows:

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L-R: David Kilburn, Angela and Richard Oldroyd from the Promotion Company

## Promo Event Shows Hull's Cup is Full to Over-Flowing

'Promote and prosper' were the words on everyone's lips at The Promotion Company's exhibition at the University of Hull Business School.

A seminar as part of the event included guest speakers from MKM Building Supplies, Airco and the University who talked about their perception of doing business in Hull.

The exhibition included the Industry's top promotional product and clothing suppliers, with thousands of different items to demonstrate the creative opportunities in marketing campaigns. Guests of The Promotion Company heard about the individual case studies of successful blue chip companies that have carefully chosen branded items and clothing to promote their organisations.

Angela Oldroyd, FEO member and Co-owner of the Promotion Company said: "This is the third year we have run this event. We always focus on how great Hull is because this City has a lot to shout about and as a business community we need to embrace the opportunities that are upon us."

"This year, David Kilburn from MKM Building Supplies shared his experience of starting-up and developing his company. He delighted the room with his story of redundancy at 50, being the best thing that ever happened to him and then went on to thank Hull and the local community for helping him build up a business which has revenues of over £250m. He is now celebrating 21 years success with the Rod Stewart event in June, what an inspiration."

David Kilburn said: "We have a once in a generation opportunity to lift the City and its economy. Some great things are happening such as The UK City Of Culture, the Siemens factory and all-being-well, Hull City's exciting journey back to the Premier League. All of which make for the perfect platform for our future economic growth."

Angela added: "Dr David Richards, Pro Vice Chancellor of the University of Hull said 'Hull's cup is over-flowing'. He talked about the investment and major developments that are happening on campus in preparation for 2017 and the forthcoming opportunities from the Siemens investment."

"Nigel Nichols, Business Development Officer from flourishing business Airco, demonstrated the success of a local firm that is now UK wide and how they recognise the need to develop a team from within, with an extremely strong Apprenticeship scheme."

"There was a real buzz in the room and I am delighted that feedback from the event has been very positive from both guests and suppliers. It reminds people how great Hull is and the immense opportunities we have. It is now up to us, the business community to take action."

For more information about The Promotion Company, please visit [www.thepromotioncompany.co.uk](http://www.thepromotioncompany.co.uk)



## Confidence Rides High for Renewables

Boston Renewables have recently become Members of the Hull & Humber Chamber of Commerce and we look forward to meeting Chamber Members and extending our business connections throughout the region over the months and years to come.

At the heart of Boston Renewables is a desire to reduce the energy overhead of all businesses, both large and small, through the intelligent integration of renewable energy generation and energy efficiency deployment.

Any business purchasing electricity has the potential to benefit from the services delivered by Boston Renewables and a free site survey is offered to establish the nature and scale of every project.

Since 2010 both solar and wind have benefited from the Government's Feed in Tariff (FIT) subsidy for renewable electricity generation. Over time the capex for renewables has decreased and to keep the FIT proportionate, it too has digressed. Whilst it is fair to say that the days of being able to make financial sense out of renewable energy generation for pure export to the grid are over, there is now a very compelling case for on-site generation for a company's own use.

So, despite falling FIT subsidy payments there remains an enormous confidence in the renewable energy sector. Boston Renewables sees a bright future for businesses across the Humber region that wish to reduce their energy spend, control the future cost of electricity and deliver a positive environmental message.

[www.boston-renewables.co.uk](http://www.boston-renewables.co.uk)

# Hull City Council's Major Projects Usher in an Exciting New Era

Hull is currently experiencing the highest level of investment the city has ever seen, with £800m already under way and in the process of being delivered. This investment will provide opportunities for individuals to get jobs, earn higher salaries and deliver greater wealth directly into the local economy, which offers the city a prosperous future and benefits our region as a whole.

Launched in the summer of 2013, the 10-year City Plan aims to create 7,500 jobs for local people through projects and investments that will drive the delivery of a clear set of ambitions.

Achieving these ambitions will help Hull seize the once-in-a-generation opportunity it now has to reassert its role as a gateway to Europe and part of the Northern Powerhouse of cities that will help to rebalance the economic, social and cultural fabric of the UK.

## Projects include:

### UK Energy City

As the city at the heart of the UK's biggest port complex and home to Europe's biggest wind turbine blade manufacturing plant, Hull is on its way to becoming a leading hub for renewable energy industries.

### Green Port Hull

The Green Port Hull vision is to establish Hull and the East Riding of Yorkshire as a world class centre for renewable energy, creating wealth and employment for the region.

By taking advantage of the Port of Hull's prime location in relation to the offshore wind opportunities in the North Sea the region is perfectly placed to capitalise on the UK's offshore wind industry.

Hull City and East Riding Councils, and Associated British Ports (ABP), along with partner organisations, have been working together to ensure that this ambitious vision becomes a reality.

Through the Green Port Growth Programme significant funding has been secured for skills and employment, business support, and research and development, to ensure that local people and business gain maximum benefit from the renewable energy sector. The University of Hull is working to ensure that the knowledge element of the sector establishes itself in Hull.

These attributes are the reason that Siemens has chosen Hull as the location to build its £310m world class offshore wind turbine blade

manufacturing, assembly and servicing facilities that will form the centre piece of Green Port Hull.

The Siemens investment is the catalyst for the Green Port Hull vision as the council and other organisations work jointly to optimise the co-location advantages of the offshore wind supply chain.

Construction of Energy Works, a £200m investment by local company Spencer Group, is now underway and Real Ventures has plans to develop a 49MW biomass-fired power plant at King George Dock.

The renewable energy sector will be the single biggest influence on the local economy for generations, creating thousands of new jobs along with a wealth of opportunity for local people and business.

### RB

RB, the consumer healthcare group that owns Dettol and Nurofen, is to spend £100m on opening a new hi-tech research and development site in Hull. The decision to locate the new Centre in the UK at the company's Hull site followed a review which considered RB's other R&D centre locations across the globe. The decision reflects both the existing consumer health expertise in the UK and the UK Government's positive attitude towards encouraging innovation, science and technology.



### City Centre Public Realm

As the city prepares itself to host the 'UK City of Culture 2017', a multi-million pound public realm investment programme is currently being carried out throughout the city centre.

The aim is to improve key pedestrian routes and open spaces and to increase footfall, therefore boosting Hull's status as a visitor destination. The proposed works are aimed at major refurbishment of key streets and public areas with high quality natural stone paving materials, additional tree planting and public art.

### Hull New Theatre

As part of the wider programme of investments in the city's cultural infrastructure, the renovation of Hull New Theatre is critical to ensuring that Hull secures a lasting legacy from its year as UK City of Culture 2017. The stage is to be increased, dressing rooms updated and the repositioning of the loading bay for touring trucks will provide direct access for large scenery installations. Once updated, the theatre will be capable of staging bigger, more ambitious shows to cement its reputation as one of the best touring theatres in the UK whilst providing an enhanced customer experience.

### Ferens Art Gallery

The Ferens Art Gallery is one of Hull's most high profile and popular cultural assets. It was extended and refitted in 1991 and consequently, after 23 years, the systems for environmental control, lighting and display are nearing the end of their effective operational life.

The work to improve the environmental conditions will ensure that the gallery is able to play a central role in the City of Culture programme by bringing in the very best exhibitions and collection loans available to Hull such as the Turner Prize exhibition for 2017.

### Fruit Market

The Fruit Market is an area undergoing significant regeneration. The Council is a partner with



Wykeland in development of the Centre for Digital Innovation which is establishing the Fruit Market as a significant digital innovative business hub.

In addition to creating more jobs within Hull, the newly regenerated Fruit Market will contribute towards the share of existing trade between Britain and Europe, by providing an attraction that will encourage tourists to explore the area on their journey to and from the city's ferry port.

**Old Town Regeneration**

In the spirit of continuing with the transformation trend the overall vision is to develop the Old Town as an area of thriving café bars, visitor attractions, restaurants, independent retailers and to bring retail and office space back into use. This will attract business, visitors and residents and develop the area into a strong economic presence to the east of the city centre, playing a strong role at the heart of the City of Culture 2017 celebrations.

**Hull Venue - Music and Events Centre**

A state-of-the-art, music and events complex, providing a 3,500 capacity venue, is being developed to allow Hull to attract large corporate conferences, exhibitions and trade tours as well as major touring concerts, stand-up comedy, family shows and sporting events.

The venue will be a flexible space which is capable of hosting exhibitions and performances including music, shows, sporting and other events and is designed to host small and medium events.

**City Centre Riverside Berth**

The project meets a growing demand for European cruise ship growth and capitalises on the economic benefits to the local Hull and regional economy. This is calculated at £3.1 million in GVA economic impact for Hull and £16 million for the Yorkshire economy. The project's aim is to create Hull and the sub-region as a new European visitor destination to showcase the history and countryside of Yorkshire.

The Council will procure a private sector partner to develop and operate the cruise ship terminal and facilities.

**Beverley Road Townscape Heritage Scheme**

Beverley Road is one of Hull's most important historic gateways. It has been the main northern route into the city since at least the medieval period.

In 2015 the Council successfully applied for Heritage Lottery Funding to deliver a Townscape Heritage (TH) Scheme for the conservation area at the southern end of Beverley Road. This five year scheme, which focuses on the conservation area between Freetown Way and Queens Road, was launched in October 2015 and is scheduled to be completed by September 2020.

The Heritage Lottery Fund awarded a Townscape Heritage Grant of just under £1.6million, which has been matched by £511,000 from the Council and £597,000 from the private sector, making the whole scheme worth just over £2.7million.

Visit [www.cityplanhull.co.uk](http://www.cityplanhull.co.uk) for more details.

# Offshore Wind Project Promises to be a Game-Changer



Taking shape off the East coast is an exciting project that promises to add immeasurably to the Humber region's reputation for supporting green energy.

Once completed, Hornsea Project One will become the world's first gigawatt scale wind farm far from shore and is already redrawing the rules of the technology as the team putting it together overcome the technical challenges linked to working in the hostile surroundings of the North Sea.

Scheduled to commence operation by 2020, the wind farm will have the capacity to supply more than one million UK homes with electricity from 174 turbines 110 km out to sea.

For Duncan Clark, Programme Director for Hornsea Project One, it's an exciting time as final preparations proceed out at sea ahead of the beginning of construction.

Duncan, who came to work on the project for DONG Energy four years ago as the latest stage of a career spent in the energy sector, said: "We are well under way with the project and are currently carrying out the final surveys at sea.

"That includes geophysical survey work and looking for unexploded World War Two Ordnance. You need to know what is out there when you are about to install cables and wind turbine foundations. You do not want to put anyone at risk.

"We have also been ironing out issues with the transmission system. We are pushing the technological boundaries of what the system can achieve. When you calculate the distance between the turbines and the onshore sub-station at Killingholme, the cable is 170km long.

"However, we are nearly there and once the surveys are completed work will start on the construction of the wind farm itself."

Hornsea Project One can trace its beginnings back to 2010 when SMart Wind Ltd, a 50/50 joint venture between Mainstream Renewable Power and Siemens Project Ventures GmbH, was awarded the 'Hornsea Zone' by the Crown Estate as part of the Offshore Wind Round 3 Tender Round.

The zone lies between 31km and 190km off the Yorkshire coast and covers an area of 4,735 km<sup>2</sup> with water depths predominantly spanning between 30 and 40m, with maximum depths of 70m.

In December 2011 DONG Energy acquired from SMartWind a 33.3% stake in Heron Wind Ltd. and Njord Ltd., owner of the first offshore wind project (Project One) in the Hornsea zone. The project will have a total capacity of 1.2GW.

DONG Energy took over full ownership of Project One on 4 February 2015 following years of development alongside SMart Wind and will develop the project through into construction and operation.

Project One will consist of 7 MW wind turbines supplied by Siemens and located 120km off the Yorkshire coast, covering approximately 407 square kilometres.

The Siemens Green Port Hull facility manufactures turbine blades and will support the Hornsea project, underlining the increasing strength of the Humber's renewables supply chain.

Onshore construction of the project started early this year with offshore construction due to begin in 2018.

Duncan believes that the potential offered by the project shows that offshore wind has come of age.

He said: "For policy-makers, this project shows what can be achieved with offshore wind. The project will be the largest of its type in UK waters when it is completed and, if you take the fact that the east coast has plenty of shallow waters and a lot of wind, ventures like Hornsea Project One are showing that offshore wind has the capacity to provide large chunks of energy to the National Grid.

"Also, we can go from a final investment decision to generating the first power inside three or four years, which really is not a long time at all and compares favourably with the time taken to develop other forms of technology.

"I think that projects like this show that offshore wind is a leading option for the UK if we are serious about wanting low carbon energy from diverse sources."

Industry analysts agree, seeing Hornsea Project One as a significant milestone on the path towards the Government's pledge to meet 15% of the UK's energy demand from renewable sources by 2020, and to achieve the UK's energy security and carbon reduction objectives.





**Duncan Clark**

Programme Director for Hornsea  
Project One



# Record Breaking Year for Offshore Wind Industry

## Last year was a record breaking one for the offshore wind industry.

More offshore wind capacity was installed in 2015 than in any previous year; in the UK onshore and offshore wind farms together provided their greatest ever share of electricity to the National Grid; and London Array – currently the world’s biggest operational offshore wind farm – produced the largest amount of renewable energy from one installation in a single month.

These achievements are testament to how far offshore wind, and the wider renewables industry, has come. And the Humber region is playing a vital role here, becoming a real hub for the UK’s renewable energy sector.

DONG Energy is the world leader in offshore

wind power and will invest £6 billion in the Humber alone over the period of 2013 – 2019. In addition, during the period 2015 – 2020, DONG Energy will support an average of 1,600 construction jobs per year in the region and up to 500 long-term jobs could be created in operations and maintenance activity from 2020 onwards.

There is clearly an exciting future ahead with great opportunities for local businesses and people.

It has been a fantastic start to 2016 as well. Earlier in the year, it was confirmed that DONG Energy will build the giant Hornsea Project One offshore wind farm, capable of powering well over 1 million UK homes, off the Yorkshire coast.

With a capacity of 1.2 gigawatts (GW), Hornsea Project One will be the world’s first offshore wind farm to exceed 1 GW and will become – by a considerable margin – the world’s largest offshore wind farm.

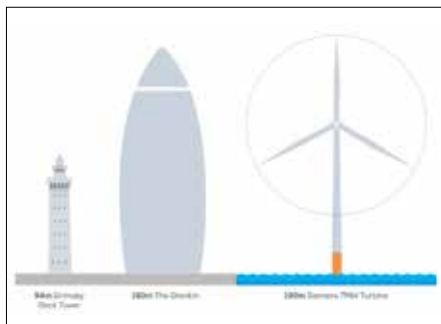
The project will span a huge area of approximately 407 square kilometres, which is over five times the size of the city of Hull. And it will use 7 megawatt (MW) wind turbines, with each one 190 metres tall – larger than the Gherkin building in London. Siemens has been named preferred supplier for these turbines and the new Siemens turbine production facilities in Hull will support the project.

This builds on the positive impact the offshore wind industry is already having in the Humber region. For example, the investment that DONG Energy and others have made to develop offshore

wind farms in the area has triggered a range of new skills and training developments and investments locally. These include The University of Hull investing in training provision to serve the offshore wind sector, and Hull College opening a Digital and Green Energy Centre to support local businesses and offer qualifications.

DONG Energy has also reached agreements for lease with The Crown Estate for three additional projects in the wider Hornsea zone: Hornsea Project Two, Hornsea Project Three and Hornsea Project Four. These developments will play a vital part in DONG Energy’s post-2020 pipeline and underline an absolute commitment to the UK offshore wind market.

While it is still very early days for these particular projects, it is another positive sign that the Humber can continue as a hub for offshore wind – a clean, green source of energy that is creating new jobs and new opportunities.





## Is your business looking to capitalise on Hull's emerging renewable energy sector?

If so find out how the Green Port Growth Programme can help your company\* unlock its potential.

Assistance and funding opportunities are available for:

- Business Support and Advice - identify business needs and provide support in areas such as H&S, Quality Management and Accreditations
- Employment and Skills Development - wage subsidies for Level 3 Apprenticeships and training subsidies to up-skill your existing workforce
- Business Grants - launch a new business or expand an existing business with a variety of growth and capital investment grants
- Research, Development & Innovation - development of new, innovative products and services
- Home and Export Market Development - networking and sales opportunities through trade visits and exhibitions
- Business Improvement - a workshop programme to improve business knowledge and efficiency
- Connecting With Buyers - promote your company through the Green Port Hull Supplier Directory

To find out how your company can benefit, contact the business support team on **01482 391639**, email [greenportgrowth@eastriding.gov.uk](mailto:greenportgrowth@eastriding.gov.uk) or visit [www.greenporthull.co.uk](http://www.greenporthull.co.uk)

# Clugston Building a Cleaner Greener Future

Clugston Construction has been a leading contractor to the renewables and green energy sector for over two decades. During this time it has delivered a host of projects designed to provide energy from renewable sources.

These include energy from waste plants, biomass plants and, more recently, construction of an anaerobic digestion plant for a major bulk food processing company in Yorkshire.

With this background it isn't surprising to find the privately owned local company involved in the Green Port Hull development which aims to establish the Humber Estuary as a world class centre for renewable energy.

### Working with Siemens at Green Port Hull

Appointed by Siemens to build a new service offshore building, Clugston is well under way with the main frame for the 12,300sqm building at Hull's Alexandra Dock which, when complete in September, will house facilities for the service and maintenance of wind turbines, as well as the storage of parts and equipment required in pre-assembly and operational phases. Clugston is keen to use local suppliers wherever possible and recently hosted a 'Meet the Buyer' event at the nearby Victoria Dock Village Hall which was attended by over 75 perspective local suppliers.




Commenting on the project Clugston's Managing Director Steve Radcliffe said


"As a local business whose involvement in the Humber area stretches back almost 80 years, we are excited to be involved in this Siemens project.

It continues our commitment to the renewables sector and is providing employment opportunities to local companies and individuals in line with our sustainability commitments".


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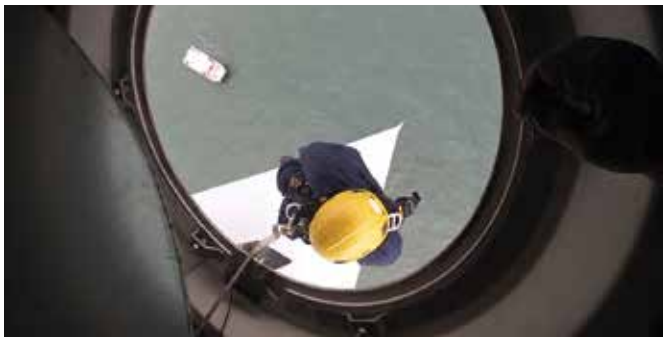
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## Emergency Preparedness and Response Planning from HFR Solutions CIC Delivers Tangible Business Benefits

Preparation is everything and that's never truer than when you're working in a high-risk environment.

Whether you operate in the remote renewable wind sector or within hazardous environments such as COMAH and industrial sites, you have a duty of care to protect both employees and the local community. Health and safety processes must be prioritised and reliance on local authority emergency services is not sufficient.

This is when engaging the services of a highly experienced specialist to develop a **workable emergency response plan** will deliver a series of tangible outcomes.

Working with full-service, risk prevention and emergency response provider HFR Solutions CIC, is a proven way to ensure that a positive brand perception is upheld and the negative impacts of an emergency incident are avoided, including costs to the business through lost time, as well as potential legal implications.

Humber-based community interest company HFR Solutions CIC, works with a range of organisations, from sole-trader start-ups to global corporations, providing emergency response plans, emergency response testing, risk assessments, bespoke training, safety interventions and, if required, on-site emergency response.

Direct alignment with Humberside Fire and Rescue Service, and extensive experience reviewing and improving the procedures of many organisations from the energy, processing and manufacturing

sectors, has given the team unrivalled knowledge in the area of emergency planning and response. This has been used to develop advanced methods of preparing for operational incidents, training and prevention.

**Emergency Planning Testing** - Existing plans should be reviewed and tested to establish their suitability for meeting current and future business requirements. HFR Solutions CIC can test your plan in a simulated environment, perform a GAP analysis identifying areas to address and then make recommendations for improvements.

**Rescue Training** - The importance of bespoke rescue training for teams working in remote or challenging locations cannot be underestimated. Best practice rescue training that simulates your working environment will better prepare staff for dealing with an emergency incident, giving them increased confidence in their colleagues and use of the correct equipment.

**Medical Response/Trauma Care** - Upskilling your workforce will assure them of their ability to provide care if circumstances require, resulting in a better rate of survival, even in the event of significant or major trauma. **HFR Solutions CIC is one of only a few training providers** with the expertise to deliver a four day Advanced Trauma Training Course, clinically governed by leading healthcare professionals, enabling them to train delegates to administer pain relief on-site and support the provision of medical equipment.

**This training course is one of the most advanced trauma training courses available to non-healthcare workers.**

Ongoing training is recommended by Ian Marritt, Service Delivery Manager, HFR Solutions CIC, who explains: "Skills fade is a common problem where skills learned are not utilised. The ability to respond to an emergency safely and effectively requires ongoing training and practice and can save lives".

By choosing HFR Solutions CIC you can rest assured that you are working with a socially responsible organisation. As a Community Interest Company, all surplus revenue is reinvested into the organisation and the development of safety initiatives through Humberside Fire & Rescue Service or the local community.

To find out more about partnering with HFR Solutions CIC to improve your emergency response plans - call **01482 398521** or email [customer@hfrsolutions.co.uk](mailto:customer@hfrsolutions.co.uk)



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# Providing Reliable Communications that Guarantee Peace of Mind



Every mariner who takes to the sea knows the importance of reliable communications equipment.

That is why more and more of them are turning to the recently-renamed Humber-based Atlantis YES Ltd, which helps commercial and yachting industry clients around the globe with their communication needs.

Atlantis YES also serves clients within the offshore sector, including those developing offshore wind farms, as the company builds a significant presence in the renewable sector.

Their dedicated team harnesses the very latest in marine technology to provide their customers, many of them on the Humber, with innovative and bespoke solutions that are tailored to meet their individual needs.

Offering unrivalled innovative personalised solutions to each of these sectors, the company supplies, installs and supports a comprehensive range of electronic technologies.

The company was founded by Layton Barr, who has 19 years of experience of working in the marine technology and offshore sectors, and his work continues to take him all over the world.

Indeed, he recently undertook a one thousand mile round trip from Kingston-upon-Hull to Rostock in Germany to attend the ASV

Pioneer to make urgent repairs to the satellite telecommunications link, data IT infrastructure and satellite television system of the vessel, which is working in the offshore wind turbine sector.

One of his company's most popular products is VSAT 'REACH Airtime' which provides stable, fast, affordable reliable satellite internet connection everywhere and in any sea condition. As a result, it is proving increasingly popular with a range of clients.

To underpin its success, Atlantis YES has implemented a 'customers come first' attitude. They work closely with their customers, building a solid relationship, identifying their individual requirements and constantly delivering an exceptional service to customers through their new-look-Service Plan.

Atlantis YES also offer competitive consultancy services along with unbeatable maintenance packages no matter the size of your fleet.

In addition, the company's training arm REACH4 Training is helping to develop the skills the region needs by training people looking to pursue a career in the marine technologies industry, including those looking for work in the region's growing offshore sector.

Under its Home Grown initiative, REACH4 Training offers a comprehensive range of opportunities, covering everything from marine electronics, including satellite communications, to integrated, automated entertainment systems.

As an expert in marine industry technologies, Layton fears that without such training, local people could miss out on job opportunities generated by the growth of the region's offshore sector.

Layton said: "It would be a real tragedy if unemployed people in Hull and East Yorkshire were to lose out to more-skilled applicants from outside the immediate area.

"Everyone is talking about how the Humber region is going to become a real hub for offshore technology, but if local people are not equipped with the skills they need to fill the jobs created by this investment, the local economy won't feel the benefit."

To find out more about the services Atlantis YES provides, contact us on **+44 (0)1482 229902** or **07894997015 (24 hour support line)** or email **sales@atlantiselectronics.net** or visit **www.atlantiselectronics.net**



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# Joint Ventures - The Way Forward?

## Scott Yates, Myton Law and Green Port Growth Programme

We are receiving an increasing number of enquiries from local, national and overseas organisations requiring legal advice on the best means of collaboration to seize the opportunities presented by, in particular, the Green Port Hull initiative.

Collaboration in the renewable energy sector is a popular way for companies to access the market,

design and manufacture products, provide services and diversify operations. A myriad of considerations and potential complexities mean it is essential to determine the most appropriate collaboration vehicle (usually a joint venture organisation or joint venture contract), as early as possible, as so much flows from it. Therefore appropriate legal advice should be sought at the outset.

### Investment support

Myton Law is well placed to assist, given our specialist knowledge of the sector, proximity to development sites and understanding of the Green Port Growth Programme investment

funding availability and eligibility criteria.

We can advise organisations on the best vehicle for their intended operations and help signpost them to the appropriate Programme strand where investment support might be available.



For information or advice contact Scott Yates, Director/Solicitor at Myton Law and member of the Green Port Growth Programme Management Board.

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Myton Law is a niche firm located on the Humber with expertise covering shipping, marine, transport, logistics, international trade, insurance and engineering law.

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Neville Tucker Heating Ltd (NTME) will celebrate 44 years of trading next year having been established in the 1970s, undertaking domestic heating installation and evolving over the years into a national company.

Key to the company's enduring success has been commercial, industrial, retail mechanical and electrical building services delivered across the whole sector of works.

Projects range from small office blocks, schools, universities, distribution warehouses, industrial units, retail parks, large manufacturing facilities and small and large supermarkets.

Our in-house estimation and design teams are capable of undertaking everything from a pre-design project to a complete design and build.

Our up-to-date facilities and the training we give to our staff, plus the skills of our design

department, mean that we can draw, calculate and coordinate in full BIM process, with relevant industry software, with 3D viewing.

Our in-house project teams deliver projects around the UK with a high level of professionalism, meeting demands of blue chip clients as well as national and local builders.

Projects range from £50,000 to £12,000,000 and many works are based on a continual repeat basis of the last project completed, as a result of our professionalism, on-time delivery and quality.

NTME pride ourselves on working to a high standard of health and safety, and are 'safecontractor' and 'Constructionline' members.

We are recognised by the trade as being partners with several manufacturers including Mitsubishi, Daikin and Toshiba as well as being accredited with NICEIC-MCS.

Primarily based in Hull with a satellite office in Birmingham, we cover the majority of projects from these bases but employ people all over the country.

At our base in Hull, NTME are unique to the industry in that we carry out our own manufacturing of sheet metal ductwork and fittings, which ensures a full turnkey project.

With NTME manufacturing their own ductwork in-house, this cuts down on costs, gives more

control over delivery and generally all round performance. A newly purchased rectangular folding ductwork machine was a recent investment and has added additional value.

Employing a total of 108 staff, our team have a passion for work, innovation and quality and pride themselves in completing the job on time with zero snagging.

Driven by MD Mark Snape, who has been in the business for 33 years, the company has grown on the back of quality and delivery in every stage of the process.

After leading through a hard recession, Mark welcomes the investment along the Humber and the East Coast and looks forward to a better economic future.

You can contact us on **01482 834900** or email **info@nevilletucker.co.uk**

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# Supporting the UK's Energy Estuary

The Humber is starting to reap the benefits as the UK's Energy Estuary and Andrew Jackson Solicitor's blend of skills and specialisms are ideally placed to work with businesses, old and new, investing in the opportunities now being presented.

With a long and proud heritage working with the merchants and traders of the Humber, we continue to provide a flexible solution to the legal needs of the renewables industry and its suppliers. Over 100 years of industry experience, which span the marine, offshore and the transport sectors, together with our commercial and property units, allows us to provide a bespoke, result-focused service to each and every client.

We understand that flexibility is key for our clients and, through our LawHub service, we work in close partnership with existing legal advisers to lend additional specialist input and support to trusted in-house teams.

Shipping operations can be unpredictable at times and, inevitably, challenges that have not been anticipated or provided for will arise. In such times of crisis, we know that businesses need a legal partner who can provide sound advice and guidance around the clock, which is why our shipping department operates a 24-hour call out service.



Regional offices based in Hull, Grimsby and York are ideally positioned to deliver a responsive service that helps to achieve commercial goals, and in instances where a serious incident involving damage, injury or death occurs, our team can alleviate some of the strain.

Working with clients to resolve any resulting investigations swiftly and sensitively, we will offer professional support and assistance with the preservation of evidence; protection of legal privilege; immediate interview advice, and casualty response management, including guidance on potential criminal and civil proceedings.

Having already published our Practical Guide to Crew and Passenger Personal Injury Claims, relating to civil matters, Andrew Jackson Solicitors is pleased to announce that we will be launching a sister publication which deals with Criminal and Regulatory Investigations on Thursday 9 June at CATCH, Stallingbrough, Grimsby when we will be joining Advanced Industrial Solutions as part of Bizweek. For more information on this event or to register your attendance, please email [business.week@andrewjackson.co.uk](mailto:business.week@andrewjackson.co.uk).

**Andrew Jackson**  
..... Solicitors .....



Rich with opportunity, the Humber is attracting investment both from within the UK and from overseas. Wherever you are located and whether your business is offshore, onshore, renewable energy, shipping or logistics, our team will use their knowledge and experience of your sector to help you achieve your commercial goals. We're here to help and provide solutions for any legal issues you may be facing. **Call our team now and find out how we can help you.**

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Project Details, West Point Retail Park for Ashteene Industrial Fund:

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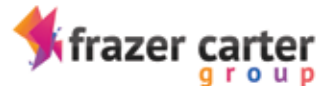
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traffic management plans to suit your requirements, fully compliant with chapter 8 spec, ensuring everything is in order before implementing new schemes. In addition, we will conduct site surveys on request to gain a clearer overview, as well as consult with National institutions and authorising bodies including emergency service providers and transport sectors such as those by rail or road when reviewing projects.



NTS have a wealth of experience in providing many types of traffic management across the UK. Our team are highly qualified to ensure you have the best quality advice and service at all times. Below are some of the services Nationwide Traffic Solutions deliver 24 hours a day, 7 days a week and all year round.

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# Completion of Empty Homes Project to Regenerate Hull Voids

The finished restoration of Belmont Social Club in East Hull is the cherry on top of a three-year Empty Homes Programme, run by Probe. As Chartered Building Surveyors, Delaney Marling Partnership Limited (DMP) has advised and supported Probe through every step of the building process.

Each one of the empty properties had played an active role in Hull's cultural heritage. The home of British Industrialist and movie mogul, J. Arthur Rank on Holderness Road received widespread media exposure and local BBC Radio DJ, Dave Burns backed the campaign to refurbish the house into four apartments.

Lion House in Hessle Road was once a well-known pub, much loved by locals, but over the years became derelict and subjected to fire; this



Kevin Marling & Simon Delaney

Chartered surveyor, Simon Delaney says:

"Probe is a not for profit company working for the good of the community refurbishing derelict buildings to return them to their former glory or give them new life. It has been fantastic to be involved with such a great local project which aims to provide quality accommodation for local people who need it the most."

Steve Alltoft, general manager from Probe says:

"We have had a great team working on the restoration of our voids and I am very happy with the results of the project. As a not for profit company, this was a new area for us and we needed the best possible advice to make sure we didn't make any costly mistakes."

"There is so much going on beneath the surface of these properties, damage and decay from years of neglect. DMP's honest, no-nonsense approach considers the practicality of each project. As a result, we have properties which we are very proud of."

DMP continues to work with local organisations to understand the full extent of works needed to complete on a variety of different properties, including schools, churches, listed buildings, commercial properties and residential homes.

For more information please visit [www.delaneymarlingpartnership.co.uk](http://www.delaneymarlingpartnership.co.uk)

became seven apartments, as was the grand Edwardian building in Wright Street, previously home to the Good News Book Shop and CityLife Church.

All of these properties are now providing high quality rental accommodation at affordable rates and Belmont Social Club is on the market as five, large terraced houses which will be purchased by local families.

DMP's role throughout the project has been to complete condition surveys and undertake the feasibility and costing exercises, before preparing the specification and tender documents for each project. The team acted as principle consultants working with the architect and structural engineers, project managing the process to ensure the works were carried out to a high standard. They also took on the role of CDMc.

With 3,500 void properties, Hull had the highest rate in the UK and 9000 people waiting for adequate quality living accommodation. During 2012-2015, this attracted 10% of the national funding from the Homes and Communities Agency (HCA), a total of £11m. As one of the city's biggest projects, Probe received £2.5m and embarked on a new venture refurbishing void properties in partnership with Hull College and Hull City Council.



Wright Street



Former pub, Lion House

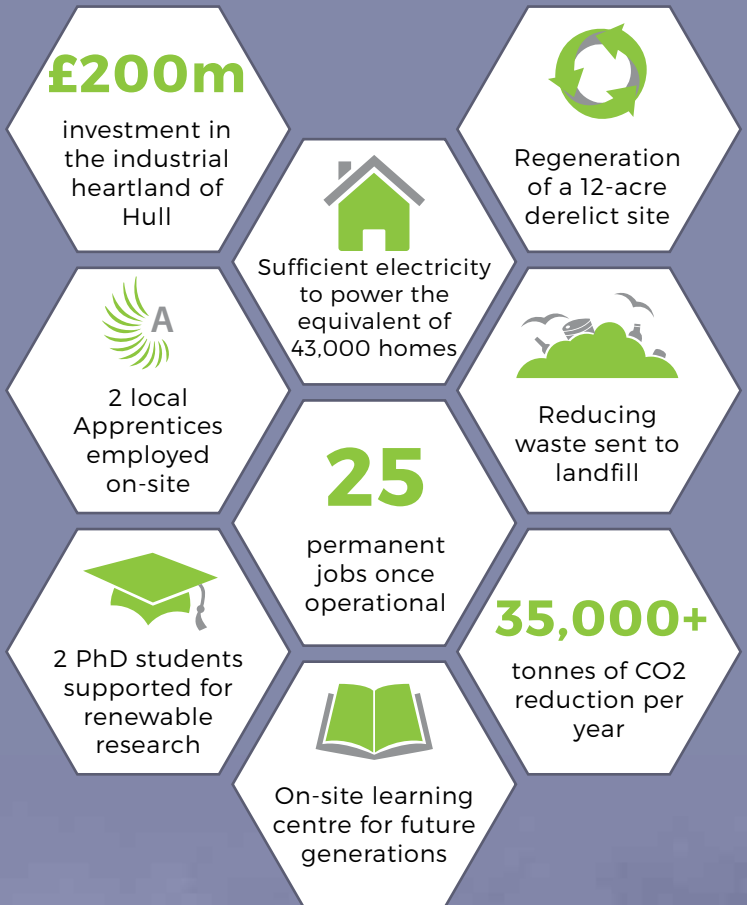
M+W Group and Spencer Group are working together to build Energy Works - Hull's groundbreaking new green energy development.

Constructed on the banks of the River Hull on the site of the former ADM Cocoa Mills, Energy Works is an Advanced Gasification Energy Recovery Facility. Combining a mix of innovative renewable energy technologies, Energy Works Hull will demonstrate the latest in efficient recycling and energy generation.

The project was awarded a £19.9 million grant from the European Regional Development Fund in recognition of the benefits it will deliver and role it can play in encouraging further innovation in this field. It was also one of the first facilities in the UK to secure support under the Governments new Contracts for Difference regime.

The facility will produce sufficient baseload electricity to power the equivalent of 43,000 homes; process 240,000 tonnes of waste per year; regenerate a brownfield site; create 25 permanent jobs once operational; and help the UK lower it's net carbon emissions.

The new development incorporates an educational "Energy Academy", providing modern research and development facilities in collaboration with Hull University. The partnership will support two full-time PhD students whilst offering schools and the local community opportunities to learn about the importance of building sustainable infrastructure.



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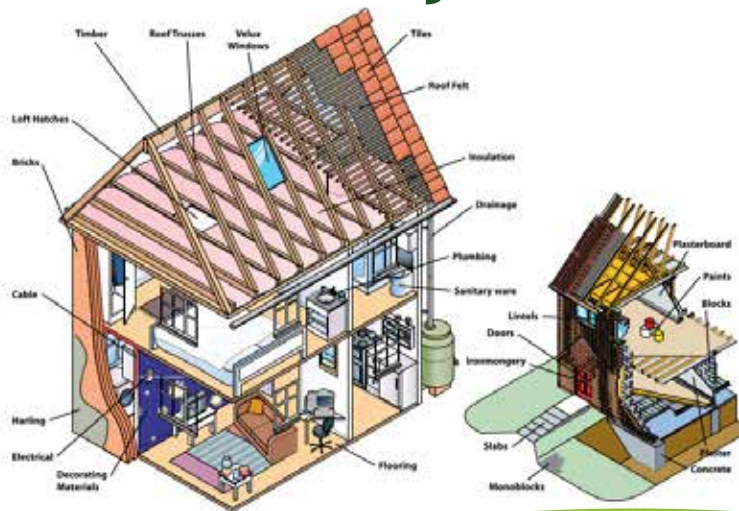
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# Busy Day of Events for the Chamber!

Friday 4th March saw the Chamber hosting four events in one day at the KC Stadium.

The day started with 80 Members attending a buzzing Speed Networking session, each person meeting around 20 fellow Members, thereby building up their contacts with a view to doing business.

The Chamber’s AGM took place in the morning too. Owen Finn was elected as the new Chamber

President, with Phil Ascough becoming Vice-President.

These events were followed by a Network Lunch, attended by 120 business people, which enabled the guests to network further. After the Lunch a new addition to the Chamber’s diary of events took place – a panel discussion on the subject of Cyber Crime, which is a real threat to businesses of all sizes, as well as to people in their private lives. The Chamber would like to thank CASE

Training for their valuable support of the event and the Chamber through their Sponsorship. In particular, we are grateful to Steve Rusling for his input and for his excellent presentation about the great work carried out by the charity CASE.

For information about future Chamber networking events please contact Janice Harrison on **01482 324976**, at [j.harrison@hull-humber-chamber.co.uk](mailto:j.harrison@hull-humber-chamber.co.uk) or visit [www.hull-humber-chamber.co.uk](http://www.hull-humber-chamber.co.uk)

# Chamber Expo 2016 – a Great New Venue!

Wednesday 8th and Thursday 9th June 2016.

Chamber Expo is moving to Costello Stadium, Boothferry Road, Hull. The venue provides great facilities to make the Expo better than ever. There will be 89 exhibition stands, with a greater choice of stand sizes – they range from 3m x 1m to 4m x 3m, with several size options between.

The Expo will again attract 1000 business people. So book your stand to take advantage of the huge networking opportunities!

There will also be three of the Chamber’s very popular Speed Networking sessions, a ‘Brexit’ debate and a World Trade@1 exporting seminar.

To book a stand or for more information please contact Bruce Massie or Janice Harrison on **01482 324976** or at [b.massie@hull-humber-chamber.co.uk](mailto:b.massie@hull-humber-chamber.co.uk)





# Goole & Howdenshire Business Awards 2016

This year's Awards, in Association with the Chamber, was attended by over 300 business people, who enjoyed a superb evening at Goole Academy Conference Centre. Held on Friday 19th February, the black-tie event featured a champagne and bucks fizz reception, before guests were seated for a splendid three course meal. This consisted of a starter of Asparagus and Parmesan Tart, a main course of Rump of Yorkshire Lamb and a Trio of desserts. All agreed that the food and service were first class.

A 'poetic' opening speech was made by committee Chairman Garrey Haase, with comedian Lea Roberts entertaining the audience with a hilarious performance. Committee member Shaun Pinchbeck said grace with amazing brevity!

Around 80 entries were submitted by 75 different companies, another indication of the continuing growth of the Awards. There were eleven categories Awarded on the night, the winners being:

**Innovative Business of the Year:** Contrac Lighting  
**Sponsor:** Press Association

**Charity of the Year:** Joint Winners – Hull & East Yorkshire Mind and Castaway Goole Music theatre  
**Sponsor:** Filplastic

**Customer Service Excellence:** All Occasions Florists

**Sponsor:** Townends Chartered Accountants

**Employee of the Year:** Garath Carlisle of Simon Gibson Transport Ltd  
**Sponsor:** ABP

**Contribution to the Community:** Goole Amateur Operatic and Dramatic Society  
**Sponsor:** H. Walton

**New Business – Repair & Restore Body Shop (Goole)**  
**Sponsor:** Cobus Communications Group

**Small Business of the Year:** Rob Featherstones Butchers and Bakers  
**Sponsor:** FSB

**Large Business of the Year:** Collett & Sons Ltd  
**Sponsor:** HSBC

**Retail Business of the Year:** Morgan and Quinn Ltd  
**Sponsor:** Goole Times

**Service Sector Business of the Year:** HBP Systems  
**Sponsor:** Goole College

**The Tim Richardson Lifetime of Achievement Award – Alan and Yvonne Humble, Goole Amateur, Operatic and Dramatic Society**  
**Sponsor:** Hull & Humber Chamber of Commerce

**Overall Business of the Year:** All Occasions



Florists

**Sponsor:** Link Agency

The tongue-in-cheek 'Loudest Table of the Evening' Award went to Parkins Family Butchers!

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

In turn, the Chamber would like to thank the organising committee for all their hard work and dedication in making the event a big success.

All in all, guests enjoyed a fantastic evening. For information about the 2017 version of this increasingly successful event please contact Shaun Pinchbeck on **01405 765661** or at **info@goolebusinessawards.co.uk**

**www.goolebusinessawards.co.uk**

## Nominations for the Chamber Bridlington and Yorkshire Coast Business Awards 2016 are Now Open!

You can now enter your business or nominate companies and/or business people for the Chamber Bridlington and Yorkshire Coast Business Awards. Whether it is a company that has impressed you, either as an employee or as a customer/client, or perhaps, as a business, client or supplier, you will be able to make a difference by nominating them, as the online entry facility is now open.

During this window of opportunity, open to all businesses based within the catchment area of Scarborough Borough, East Riding of Yorkshire and Hull City local authority areas, you may nominate a business, or your business, providing you meet the published criteria for the category, in as many categories as you wish.

This year there will be 11 different categories, you can view these by visiting the 'Categories' page on the website **www.cbycba.co.uk**

Some of the Categories include:

**Best Tourism & Hospitality Business –** Sponsored by Wold Top Brewery

**Best 'Green' Business –** Sponsored by Muntons

**Best Retail Business –** Sponsored by HTS

Entering is free, and a great way to promote your business as your name will be listed and hyperlinked through to your own website, providing you supply us with your website address. Simply visit the event website at **www.cycba.co.uk** and click on the 'Enter Now' button on the Home page. Complete the online form by following the instructions. Once your entry has been received, a confirmation of receipt message will be sent to you. Your company will then be listed as 'Entered' on the 'Entries' page.

There will also be two further awards: Judges award for business innovation - Sponsored by Williamsons Solicitors, all finalists are automatically entered into this category. The Overall Business of the Year - Sponsored by Lloyd Dowson Chartered Accountants, this award will be chosen from the eleven winners of the various categories.

All finalists will receive two complimentary tickets to attend the event on 14th October 2016 at The Spa, Bridlington. The closing date for entries is 31st August 2016.

## Northern Lincolnshire Business Awards

Hosted by the Chamber – Headline Sponsors Phillips 66

**TICKETS ON SALE NOW!**

Friday 13 May Grimsby Auditorium 7pm  
Courtesy Drinks 7.30 pm Dinner

Award Winning Dinner Caterers – The Lincolnshire Chef

After Dinner 'Grease' the Musical Show with West End performers

Gala Awards Presentation hosted by Helen Fospero

To book: **www.nlincsba.co.uk**

**01472 342981** for more info

# Avoiding the risk of bad hires is better than dealing with the consequences

When taking on new staff or hiring agency or temporary staff, we have a duty of care to our current staff and the people they come into contact with. In a busy world it is often simpler to take things at face value, to do a visual check of a document without realising that it may not belong to that person (stolen) or may not be real (fake).

Prudent organisations mitigate their risks by conducting robust pre-employment checks on new staff and by insisting on seeing evidence of robust checks conducted by providers of agency or temporary workers.

By conducting effective pre-employment checks we can validate the information, verify the Right to Work in the UK status (avoiding the £20,000 fine) and protect vulnerable children and adults by conducting the Disclosure and Barring Service check on an identified (bonafide) individual.

The growth in the availability of fake and stolen documents that can fool all but the expert eye, including high profile cases of bogus doctors and nannies working illegally and teachers being struck off due to fake references, serve to remind us of the importance of robust checks.

Our reputation, the safety of those we care for and the threat of heavy fines and sanctions should be sufficient reasons to evaluate our risks and to put in place a considered pre-employment screening policy and process. After all, prevention is better than cure!



Agenda Screening Services  
Tel: 08456 445546  
[screening@agenda-screening.co.uk](mailto:screening@agenda-screening.co.uk)  
[www.agenda-screening.co.uk](http://www.agenda-screening.co.uk)



We Check, We Screen, We Care



Product.  
Expertise.  
Delivered.



## NEW BRANCH NOW OPEN IN HULL

Buck & Hickman offers over 60,000 products, comprising a wide range of high-quality PPE and health & safety equipment from leading manufacturers including the exclusively available Q-Safe brand. It encompasses everything from hardwearing safety helmets to protective workwear for a range of environments; from industrial and slip-resistant safety boots to a broad range of ear defenders to suit every application and fully compliant first-aid kits. Alongside our experience and knowledge, our product range keeps your workforce safe, and your operation running productively – which is another way we add value at every touch.

Call 08450 510 150 or visit [www.buckandhickman.com](http://www.buckandhickman.com)



**Buck & Hickman**



Left to right, Darren Trice of Kaizen Consulting, Ian Atkinson of Finance Yorkshire and Chris Middleton of Ludo Studio.

## Investment Boost for Marketing and Design Agency

An internet marketing and graphic design company is planning to more than double its turnover following investment from Finance Yorkshire.

Hull-based Ludo Studio was established in 2007 and employs 15 people. The company operates the Retail Centred and Optimised Law brands.

Retail Centred offers signage and sales material for retailers and shopping centres while Optimised Law provides self-managed internet marketing packages for law firms.

The £50,000 Business Loan from Finance Yorkshire will enable Ludo Studio to invest in business development, marketing material and telemarketing as it looks to gain new customers and accelerate growth.

Turnover currently stands at around £1m but the company is aiming to hit £2.5m within five years and double the size of its team.

To help it meet that target, Ludo Studio is creating four new jobs - two designers, an internet marketing assistant and a web developer.

Managing Director Chris Middleton said: "We used to be a marketing company that did all things for all people until we realised that we had specialist skills and a customer database that was skewed towards shopping centres and legal clients. This led us to create two new brands and we structured our team internally to develop these markets further.

"The investment from Finance Yorkshire will enable us to reach the next stage in our development."

Ludo Studio also operates MY Office Branding and MY Vehicle Wrap, which offer graphic design and printing services.

Ian Atkinson, Investment Manager at Finance Yorkshire, said: "From the first time we met with Ludo Studio, we were impressed by the young, dynamic management team, which has already overseen steady growth.

"They are totally focussed on taking advantage of the growth opportunities presented by their business brands and we are delighted that they are already creating four new, skilled jobs in Hull city centre."

Kishor Tailor, Chief Executive of Humber Local Enterprise Partnership, said: "The Humber is going through a renaissance, with digital technologies having a strong focus across our region. It is great to see that small businesses in the digital economy are growing and thriving.

"The importance of online platforms to maximise brands is paramount to business growth and success, with the digital sector constantly changing. As new technologies are created, we need a workforce of creative, forward thinkers, ensuring the Humber stays strong in digital technologies.

"It is great to see four new jobs being created in this sector, and we wish Ludo Studio success with

this business growth project."

Ludo Studio was introduced to Finance Yorkshire by Darren Trice of Kaizen Consulting, who has worked alongside the company's directors to produce a strategic growth plan.

Finance Yorkshire provides seedcorn, loan and equity linked investments, ranging from £15,000 to £2m to help a range of small and medium sized businesses to meet their funding requirements for growth and development.

The Fund has made 800 investments in businesses, increasing overall turnover by £366 million and creating and safeguarding more than 11,000 jobs.

The project is supported financially by the European Union and attracts 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, UK Government and the European Investment Bank. Finance Yorkshire is also supported by the Regional Growth Fund.

For more information about Finance Yorkshire, please visit [www.finance-yorkshire.com](http://www.finance-yorkshire.com) or call **0300 030 6060**.



## Specialist Lending: Powering New Business Growth

There has been much written over the past year concerning the UK's slow but steady return to growth. With confidence returning, many businesses are looking to expand, and one of the key facilitators of this growth is the availability of finance.

Common sense lenders, like Together, have greater flexibility than mainstream lenders to consider cases on their individual merits, and have seen a huge surge in demand in recent years. For businesses looking to grow, alternative finance providers have been able to deliver the essential funds needed. Whether it's a short-term cash flow issue or a major investment, we work with companies of all sizes and across all sectors.

Speed is a key factor in our service offering, as we can react very quickly and work to tight timescales, which sets us apart from the mainstream. Recently, we completed a commercial bridging deal in just 15 hours, saving the client from the loss he faced when his original lender failed to release the funds in time.

We have a broad network of professional introducers that includes accountants, solicitors, banks and financial advisors, who will refer clients to us knowing that they can be assured of service excellence and a speedy decision.

Our recent figures are testament to our success, with new lending for the year ending 31 December 2015 standing at £878 million, complemented by growth within the organisation. We've expanded across the country and now hold a greater presence in the Midlands, Wales, the South West, London, the South East, and, of course, the Humber region.

Given the increase in the number of businesses in Yorkshire and the Humber, along with rising house prices and Hull preparing to be crowned City of Culture in 2017, it's an exciting time for the region.

For businesses and investors looking to capitalise on the economic growth, the specialist finance market is ideally positioned to help, by providing fast and flexible funding.

For more information visit [www.togethermoney.com](http://www.togethermoney.com) or contact Bob directly at [Robert.Stones@togethermoney.com](mailto:Robert.Stones@togethermoney.com) or on **0784 187 1092**



**Bob Stones, Together's regional development manager for the Humber region**

## Bridge McFarland Strengthens Commercial Property Team



An experienced commercial property specialist who has worked in the Hull area since qualifying in 2003 has been appointed to the expanding team at Bridge McFarland Solicitors.

Kate Seward, who joins the firm from Andrew Jackson, will work on commercial property on both sides of the Humber from Bridge McFarland's offices in Hull and Grimsby.

Kate comes from East Yorkshire and studied at Sheffield University before returning to Hull to finish her training contract with Sandersons in 2003. She moved to Andrew Jackson the following year and worked in real estate, moving into general property in 2008.

With a client base ranging from individuals to SMEs and some national companies as well as major banks, Kate's workload has included advising on acquisitions and disposals, corporate support, business sales, leasehold management and advising banks and property developers.

Kate said: "Hull is a buoyant market and there is a lot of redevelopment work taking place in and around the city. I was ready for a new challenge and I'm looking forward to expanding on my knowledge and helping existing and new clients at Bridge McFarland."

"I know a lot of my new colleagues already and I see Bridge McFarland as a firm which works to develop its business by helping its people to succeed and grow professionally."



Kirk Akdemir (centre),  
Chief Exec of AA  
Global, with some of  
his team.



## AA Global Launches Charity to Build Communities

The Chamber's official partner for language and translation services is to use its skills and contacts to support communities in the Humber region with the launch of a new charity.

The creation of ONE Humber was inspired by the work of AA Global Language Services in support of public sector clients, including local authorities and the NHS Hull Clinical Commissioning Group (CCG).

The aim is that ONE Humber's activities will ease the demand on public services by promoting diversity and equality and bringing people together. Benefits for the private sector are expected to accrue as a result of increased communication skills and confidence among people who have previously been hard to reach.

AA Global was launched in Worcester nearly 30 years ago and expanded into Hull in 2012. Kirk Akdemir, CEO of the company, said the need to improve integration emerged from cultural awareness workshops and language academy sessions which AA Global has been holding in schools and other organisations.

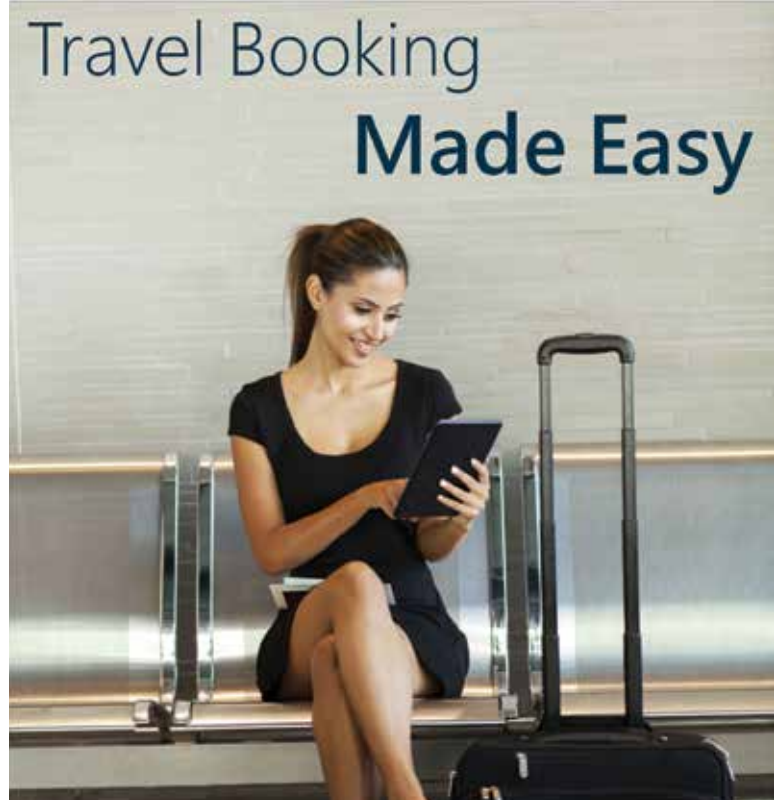
He said: "We became aware that there are members of the community who are missing out and there are not enough organisations or individuals to bring them together or give them support.

"Around the area there are pockets of different nationalities and different cultures. They are in their own cocoons, not integrating. We identified a need to do something to promote community values and integration, including with LGBT communities and other minorities.

"We also found there are a lot of people who have language skills but who lack the other attributes you need to become a professional translator or interpreter.

"The work of the academy has helped us create employment and improve the services available to businesses and public sector organisations by being able to source language services closer to home."

For details of ONE Humber visit [www.onehumber.org](http://www.onehumber.org)



## Travel Booking Made Easy

After taking on board a PA Life Magazine survey, Good Travel Management want to make things as easy and stress free as can be. We're fully aware, and appreciative, of how relentlessly busy employees can be. The fact that 30% of a PA's time is spent booking travel, means they're spending beyond 11 hours (that's 1.5 days) a week doing this, resulted in us having one main objective: saving you time.

Most travel bookers have probably encountered problems when trying to book business travel arrangements, whether it be airlines or rail tickets etc. It's usually a case of comparing by flicking back and forth, and refreshing them repeatedly to ensure it's 'all still there'. We thought we'd just provide our customers and consultants with one online page which collates the availability of fares and rates for multiple suppliers and sources all in the same place; saving plenty of energy and time and ensuring that you secure the best value option at speed. For instance, we can check 400,000 hotel properties with eight suppliers in just one search and provide all of the results in one screen.

Then there's always an issue or last minute alteration. This can usually be enough to generate a frown, however, we're on with solving those little stresses for you too. Firstly, we ensure all of our consultants are trained in the art of pro-active thinking; they're willing to push it that little bit further so you don't have to. Next, they try to anticipate every potential problem, query or question which may occur, and not only find a smart solution, but ready themselves with one. Essentially, this saves correspondence time for us all.

We also recognise travel plans do change and can change right up until the last minute. Therefore, we've invested in new technology that's smart enough to allow us, for example, to change an air ticket in just five minutes or five simple keyboard entries.

Our clients can demonstrate an average saving of 15% of total travel spend when moving to a 'managed travel agreement' with GTM compared to unmanaged direct booking.



Guests sitting down for dinner



Saxophonist Matthew Smith



Steve Eastwood presenting a cheque to Rachel Speight-McGregor from Cancer Research UK for £1845.29.



Steve Eastwood



Owen Finn, Amanda Harrison & Steve Eastwood

# Chamber Annual Dinner – an Excellent Night

The Willerby Manor Hotel near Hull was the venue for the 2016 Chamber Annual Dinner, held on Friday 26th February. Two hundred and thirty guests attended the Dinner, which has been an annual event since the mid-nineteenth century.

The Chamber Members and their guests enjoyed a three-course meal before listening to Chamber President Steve Eastwood speaking about his year in office and expressing his support for the evening's charity – Cancer Research UK. The guest speaker, Amanda Harrison, then outlined her view of the achievements of Hull heroine Amy Johnson. Amanda will be following in Amy's flight-path in flying solo to Australia later this year.

The entertainer for the evening was Hull comedienne Lucy Beaumont, who regaled the audience with tales of her memories of Hull and its quirks!

Over £1800 was raised for the the President's chosen charity for the evening, – Cancer Research UK.

The Chamber is very grateful to our Sponsors for the event - Healing Manor Hotel, near Grimsby, Saville Audio Visual and Young's Seafood.

The support of the Sponsors enables the Chamber to make the Dinner a quality and enjoyable evening for all the guests. Plans are already in hand for the 2017 Dinner!

For more information about the 20 networking and corporate events the Chamber organises for you, the Members, please contact Janice Harrison on **01482 324976** or at **j.harrison@hull-humber-chamber.co.uk**

A list of forthcoming events is on page 58



Southcoates Lane Fire Station, Hull 1979

# KCFM are Doing Something Truly Special this Year, and We'd Love You to be a Part of it!

We'll be creating what's called 'social history', where the experiences of ordinary people are collected to help bring to life a particular era - and no, you don't have to be ancient to get involved!

To do this, we'll be spending April, May and June out and about, talking to people from East Yorkshire about their memories from childhood and early adulthood. What do you remember about growing up, or your primary school? What's your earliest memory? Where was the first

place you worked? What are the family stories that you tell again and again when you're all together? These are the kind of memories we'd love you to share with us.

All the stories we collect are going to be permanently archived by 'Hull Libraries' and 'Hull History Centre', so you really could become part of the history of East Yorkshire, there for all to enjoy for years to come.

If you'd like to take part, or know someone who would, you can get in touch through our website, [kcfm.co.uk](http://kcfm.co.uk). Just click 'For The Record' on the front page and let us know - you can have a look at old photos of the area while you're there.

You can hear all the memories by listening to KCFM through April, May and June. You can find us on 99.8FM, through our free app (just search for KCFM) or through our website, [kcfm.co.uk](http://kcfm.co.uk).



Westbourne Street, Hull 1959

## MOVERS AND SHAKERS



### Heptonstalls Appoint New Marketing Manager

One of Yorkshire's most established solicitors has announced it has appointed a new marketing manager.

Heptonstalls LLP, which specialises in areas such as personal injury, medical negligence and commercial property, has appointed Mike Linstead to oversee its marketing operations and help to expand its profile across the region.

Mike joins the firm having more than a decade of marketing experience in sectors such as higher education, marine manufacturing and more recently, the heritage and culture sector.

He said: "I'm very proud to join the Heptonstalls team as marketing manager and look forward to building on the firm's strong reputation across the region.

"This is a new and exciting industry for me personally, so to have the opportunity to build upon a very established brand will be a great challenge."

The firm, which traces its roots back to over 200 years, employs over 120 people and has a presence in both Goole and Pontefract.

To find out more about the services the Heptonstalls can provide for you and your business, visit [www.heptonstalls.co.uk](http://www.heptonstalls.co.uk) or call **0800 917 8267**.



# New Members

## **A to Z Proofreading Services Ltd**

GAINSBOROUGH  
07920 525267  
*Proofreading and Copy-Writing Services*

## **ADP**

CHERTSEY  
01932 597000  
*HR, Payroll & Time and Attendance*

## **Altdigital Networks Ltd**

Leeds  
0113 3874900  
*IT & Office Vendor*

## **Anderson Car & Van Hire (t/a Practical Care & Van Rental Goole)**

GOOLE  
01405 762350  
*Vehicle Hire & Leasing*

## **Babylon Bar**

CLEETHORPES  
01472 291350  
*Bar/Grill*

## **Blue Logic Computer Systems Ltd**

Hull  
01482 908205  
*IT*

## **Boston Renewables Ltd**

Beverly  
01482 679757  
*Renewable Energy Provider*

## **Brammer and Buck & Hickman**

Manchester  
08447 36 36 65  
*Leading UK Distributor of Industrial Products*

## **Carabuild Leisure Homes Ltd**

Beverly  
01482 870288  
*Caravan Manufacturer*

## **Care to Talk Limited**

Hessle  
01482 247347  
*Mobile Communication Solutions*

## **Consult 3A Ltd**

Louth  
07774 637056  
*Business Consultant*

## **Country Style Foods**

Leeds  
0113 200 0200  
*Modern craft bakery working with leading retailers, specialising in high quality bakery products*

## **Dunwell Data Protection**

Fridaythorpe  
07534 258800  
*Data Protection Services, Advice & Training*

## **East Riding Group Ltd**

Beverly  
01482 873874  
*Ground Maintenance Services*

## **Elliott Hygiene Ltd**

Hull  
01482 327580  
*Wholesale & Distribution - Hygiene, Paper, Catering Items*

## **Endyke Tyres Ltd**

Hull  
01482 849535  
*Fast Fit Centre, Tyres, Batteries, Exhausts, MOT & Service*

## **Euro-Fit Systems Ltd**

Beverly  
01482 714488  
*Supplier of Office Furniture and Fittings*

## **Ganton School (Incorporating Pathway 16)**

Hull  
01482 564646  
*Education - Special School*

## **Handelsbanken**

SCUNTHORPE  
01724 846405  
*Bank*

## **Hauxwell Media**

HULL  
01482 464900  
*Digital Marketing*

## **Heslam Park Club**

Scunthorpe  
01724 843013  
*Functions & Events Venue*

## **Hydrocore Limited**

Hull  
01482 629290  
*Manufacture of Water Mist Fire Suppression Pump Units*

## **KITS**

Hessle  
01482 429800  
*VOIP & Telecoms*

## **M B Roche & Sons Ltd**

Hessle  
01482 648731  
*Civil Engineering Contractors*

## **MA Jones Consulting Ltd**

Gainsborough  
07743 843076  
*Business Consultancy*

## **Merlx (Fawley Electrical Consultants Ltd)**

HULL  
01482 635188  
*Electrical Contractors*

## **Mobile Mini**

North Killingholme  
01469 542220  
*Hire & Sale of Storage Containers & Portable Accommodation*

## **O and E Services Ltd**

Hull  
01482 343503  
*Electrical Contractors*

## **OSH Gosh Gowns**

Scunthorpe  
01724 844946  
*Bridal Boutique, Prom & Evening Wear*

## **Pelham Industrial Products Ltd**

01469 532755  
*Supplier of Protective Coating Systems for Industry*

## **Phase CIC (Young People's Accommodation & Support)**

SCUNTHORPE  
01724 298136  
*Young People's Accommodation & Support*

## **Power Heating LLP**

Shipston-on-Stour  
0800 860 0154  
*Electrical Heating Supplier*

## **Robertson Facilities Management**

Stallingborough  
07738 608619  
*Facilities Management*

## **SHK Solicitors**

Barrow Upon Humber  
01469 531388  
*Commercial & Business Law*

## **Stephen Short Entertainments**

Barton on Humber  
07803 125180  
*Magician Speaker Entertainer*

## **Sure Powder Coatings Limited**

HULL  
01482 304500  
*Powder Coating*

## **The bkr Group**

Bridlington  
01262 310160  
*Design and Marketing Service*

## **The Pelham Suite**

Grimsby  
01472 871431  
*Events/Conference Venue*

## **The Work Company**

HULL  
01482 974610  
*Welfare to Work*

## **Together**

Near Brigg  
0784 187 1092  
*Property Finance*

## **WASP Sports Supplies Ltd**

Brigg  
01652 409468  
*Corporate Clothing, Workwear & Sports Team Kits*

## **Wilson & Co**

Grimsby  
01472 290290  
*Sale, Service and Repairs of Cars and Vans*

## **YMCA Training**

Melton  
01482 802216  
*Training*

## **Yorkshire Cancer Research**

Harrogate  
01423 501269  
*Charity*





Name:

Linda Crossland-Clarke

Company:

SHE Knows

A safety professional that enjoys working alongside a team and watching them opt to work safely without realising it. That's when you know you've succeeded. I started as a management trainee with Boots the Chemist, progressed into training and travelled around the UK implementing the EPOS system into small stores. This gave me the idea of focusing on specialist information and training people on how to apply it.

Once I became a mum I realised that a safety career meant 8-6 hours and with little leeway for time off work if a child caught the measles. This is when I became self-employed and started my business SHE Knows, becoming a limited company and employing staff. Since then I have worked on safety at Glastonbury and other festivals for the Arcadia Spectacular stage and also have my private pilot's licence for balloons – another application of my safety skills.

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

I worked for Boots the Chemist, in Hull, for about £6k a year in the card and gift shop department.

**What do you always carry with you to work?**

In my car I always have high-vis and a ratchet spanner. A workers 'access all areas' pass!

**What is the biggest challenge facing your business?**

Recruiting staff with soft skills. We place so much emphasis on knowledge qualifications, but not enough on the successful application of them. When you find someone with a combination of both skills, you hang onto them.

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

Make safety training VAT-free so the price can be reduced to smaller businesses and people who aren't VAT registered. Funding has been withdrawn from safety training as it is classed as a mandatory requirement, so if a business is short on cash flow, safety does suffer.

**What can you see from your office window?**

The Hull to Brough railway line

**If you could do another job what would it be?**

Teaching kids to work safely or undertake activities safely – construction, hot air balloon flying, climbing, driving etc. It's great to see them treating working/playing safely as the norm.

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

Giving people a chance, trusting people until they prove they shouldn't have it, employing people who skip down the corridor when they're having a good day and think no one's looking!

**What was your biggest mistake in business?**

I should listen to people when they tell me not to trust someone. I do tend to wait for them to prove my trust is misplaced and sometimes this can be too late.

**What advice would you give to aspiring entrepreneurs?**

Try and try again, failing doesn't mean next time you won't succeed.

**Who do you admire most in business?**

Richard Branson, he's tried, gambled and has won and lost in business but still comes across as an honest person to emulate.

# Chamber Events Diary 2016

## Members' Speed Networking and Lunch

Friday 29 April 2016  
Cave Castle Hotel  
Sponsored by Hull John Roe

## Northern Lincolnshire Business Awards

Friday 13 May 2016  
Grimsby Auditorium

## Chamber Expo 2016

Wednesday 8 June and Thursday 9 June 2016  
Castello Stadium  
Sponsored by Solutech Systems Ltd

## Members' Speed Networking and Lunch

Friday 15 July 2016  
Oaklands Hall Hotel, Laceby, near Grimsby

## St Leger Ladies Day with The Chamber

Thursday 15 September 2016  
Doncaster Racecourse

## Members' Speed Networking and Lunch

Friday 30 September 2016  
Lazaat Hotel, Cottingham

## Chamber Bridlington & Yorkshire Coast Business Awards

Friday 14 October 2016  
The Spa, Bridlington

## Members' Speed Networking and Lunch

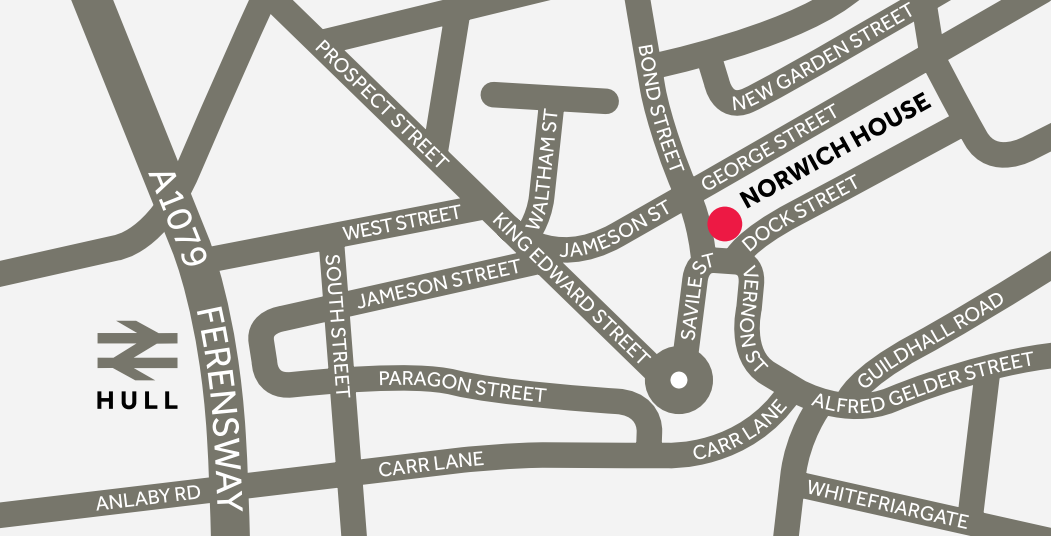
Friday 21 October 2016  
Forest Pines Hotel, Broughton, near Brigg

## Members' Speed Networking and Lunch

Friday 25 November 2016  
TBC

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. 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](http://www.hull-humber-chamber.co.uk)

**Transport & Logistics  
– The Focus of The Next Edition of  
Business Intelligence**



# Do your best work in Hull.

Discover the space and time to do the best work of your life. At our Hull Norwich House Centre.

You'll find everything you need. Inspirational workspace. World-class IT facilities. Expert support team. And a ready-made business community to connect with. So you can focus on what you do best. Accelerate your business. Grow. And thrive.

**We will be at the Chamber Expo 2016, stand 45.**

**Drop in. Let's talk business.**

0800 756 2501  
[regus.co.uk](http://regus.co.uk)



Office space



Day office



Meeting rooms



Co-working

  
**Regus**<sup>™</sup>

# Start the New Year at the KC Stadium

by holding your corporate meetings,  
interviews, training days or events.

The variety of function rooms at the venue mean that we can accommodate conferences, meetings, lunches and dinners from 10 to 450 people.

Our 10 function room and 28 Executive Boxes offer event organisers the flexibility to arrange anything from small seminars to the largest of conferences. All our rooms have natural daylight, air conditioning and complimentary wi-fi access.

Located centrally, within walking distance of Hull train station, only a few minutes' drive from the A63 and with over 1,000 free on-site car parking spaces, the KC Stadium offers unrivalled ease of access for delegates and guests attending your event.

**10%**  
**DISCOUNT OFF**  
UNTIL 29<sup>TH</sup> APRIL 2016  
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