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April/May 2022

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Special feature on the Island's rich and diverse business sectors plus opportunities for trade.

Construction: All the latest news from the sector

Reports from across the UK on the Construction industry.

Employment: How SME leaders can embrace diversity and inclusion to attract talent more effectively

Review by Greater Manchester's Business Growth Hub.

Hospitality: The daily grind - how to roast and host a successful coffee business

Interview with Peter Gibbons, Co-founder and director of Grindsmith Coffee Roasters.

Apprenticeships: Occupational Traineeships - aligning to future industry needs

Salford City College looks at the role of occupational traineeships.

Networking: The BITA Manchester and Leeds Lunch

Review of the British and Irish Trading Alliance networking lunch held recently at the Lowry Hotel in Salford.

Expos: The Lancashire Business Expo 2022

Report on Shout! Expo's recent event at Preston Guild Hall.

Exporting: Exporting in times of trouble

Analysis of the current exporting climate by Tony Goodman MBE.

Health: A look at Private Medical Insurance for businesses

Review of the advantages of business cover with Kevin Owen from Vitality Health.

Douglas Harbour, Isle of Man

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editorial

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welcome
to the latest edition of **Business Connect Magazine** and join a fantastic forum for connecting businesses across all sectors and regions.

Business Connect Magazine is a dynamic independent business to business bi-monthly magazine that is crammed full of business news, articles, interviews and regular columnists.

The magazine connects businesses across the UK and beyond, and is completely free.

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DESIGNED, EDITED AND PUBLISHED BY Jon Cheetham, Paul Mirage.

ADDITIONAL CONTRIBUTORS Nybble IT support, Stephens & George Print.

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news

Capital Pilot Advisory announces launch of Boost Fund for UK Startups



Richard Blakesley, Founder and CEO of Capital Pilot



Peter Wall, Chair of Capital Pilot



Capital Pilot brought business investors to match up with young SME's and start ups at The Edwardian Manchester Radisson Hotel, where they got to meet face to face and pitch their company looking for investment to grow.

Boost Fund 1 will invest in high-growth UK start-ups using a unique automated selection and completion process. It is the first automated high-volume investment fund targeting UK startups, bringing efficiency and transparency to the fundraising process for founders, and building high-quality and truly diverse passive portfolios for its investors.

Now open for applications from high-growth start-ups from across the UK, Boost Fund 1 provides a final investment decision in around 2 weeks. The fund is sector agnostic, and welcomes applications from backgrounds and business models which are currently underrepresented in UK seed-stage funding.

The online application process takes 30 minutes. Applicants are assessed using Capital Pilot's data driven Investability Rating System, and the fund will select companies which have achieved the fund's target rating, subject to due diligence.

The Fund plans 100 equity investments in less than 6 months, making it the leading UK start-up investment fund by volume. Boost Fund 1 is already closed for investment, but further larger-scale funds are planned, with the ambition of investing £200 million per year in UK start-ups.

Richard Blakesley, founder, and CEO of Capital Pilot said: *"We all know how important it is to ensure great businesses get the funding they need to thrive, and we also know how difficult and time-consuming fundraising can be. The Boost Fund will supercharge start-up's funding campaigns in line with our mission to ensure equal access to funding. For everyone. Everywhere."*

Peter Wall, Chair of Capital Pilot, said: *"As a serial angel investor I understand not only how inefficient early-stage fundraising is for founders, but also how difficult it is for investors to build high-quality portfolios which are properly diversified. Capital Pilot and the Boost Fund bring objectivity and automation to play in a sector which will benefit significantly from a data-driven approach."*

For more information contact Richard on email: richard@capitalpilot.com or visit capitalpilot.com

HOST promotes Media City's reputation as a home for the best digital creative talent

HOST, the Home of Skills & Technology, is on a mission to drive forward the next generation of MediaCity's global capabilities and reach as it looks to harness new technologies in the creative, tech and digital industries.

Building on the pedigree that MediaCity has established over the last 10 years as one of the world's leading media and tech hubs, HOST is launching Gametech Mediacity, a next level accelerator that will scale 30 of the most exciting start-ups innovating in technologies such as the metaverse, XR and virtual production.

MediaCity is home to over 250 creative and tech businesses and an 8,000 strong community, with plans for a £1 billion investment in the next decade which will see the internationally recognised destination continue to grow.

In response to the lack of diversity and inclusivity in the gametech and esports sectors, HOST, operated by IN4 Group, has committed to

ensuring everyone has access to the skills, jobs and business opportunities that exist in the thriving creative industry.

The initiative aims to bring together the gametech, esports and creative digital communities, so there are tangible opportunities made available for individuals and groups, such as women and those from underrepresented backgrounds, who would not normally have access to traditional funding and support.

This includes the creation of 3,000 new highly skilled jobs over two years, the upskilling of diverse local talent through Skills City's bootcamps and apprenticeships, and the securing of public and private sector investment into the rapidly growing sector.

At HOST's inaugural Esports Festival, held as part of Digital City Festival, it announced Gametech MediaCity, where 30 start-ups in the UK will be immersed in a three-month growth and innovation programme to develop their cutting-edge technologies, IP ownership and prepare for investment.



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Businesses must take a holistic view of diversity to truly embed real change

While some of the UK's biggest companies are increasing their focus on workforce diversity and inclusion, many have barely begun to embed real change on areas such as sexual orientation, race and disability, a review by the McKenzie-Delis Foundation has revealed.

The annual review – conducted in partnership with IPSOS and supported through strategic partner KPMG – is the largest of its kind in the UK with 89 companies participating this year.

It measures 10 facets of workplace diversity and inclusion (D&I) beyond gender and ethnicity, helping companies assess sexual orientation, disability, age, religion, nationality, socioeconomic status, mental health and wellbeing, and parenthood.

First launched in 2020, this year's review sheds light on the complex challenges facing employers post-pandemic. Encouragingly, the business case for D&I is recognised as being stronger than ever, with companies starting to actively track their progress to demonstrate if, and how, they are embedding change.

Leila McKenzie-Delis from the foundation commented: "This year's review showed some very encouraging aspects, and that UK plc is making progress, which we welcome. But when you break down each of the ten facets, it's clear that there is still a long way to go.

"Firms are beginning to see that tracking and measuring D&I seriously, as they do every other aspect of their business, is imperative to ensuring strong business performance. Additionally, it means they will see their reputation among current and prospective employees, customers and shareholders improve.

"Some companies are already doing good things and are committed to measuring their progress. But there are others that haven't done enough or even scratched the surface – particularly those businesses that still do not measure all the facets of D&I.

"Let us be in no doubt - the UK's biggest companies have a responsibility to lead by example and we need to see more organisations blazing a trail to move the dial and lead the way. It's an ongoing challenge, but one we are determined to tackle."

Skyports raises \$23million in first close of Series B funding round



Skyports, the electric air taxi infrastructure and drone services provider, has raised \$23million in the first close of its Series B funding round. The capital, from a combination of new and existing investors, will enable Skyports to consolidate its position as a global leader in the advanced air mobility infrastructure and drone operations markets.

All existing institutional shareholders participated in the round including Deutsche Bahn Digital Ventures, Groupe ADP, Solar Ventus, Irelandia and Levitate Capital with a number materially increasing their stake. These investors were joined by Japanese conglomerate Kanematsu



Corporation, global industrial property group Goodman Group, Italian airport platform 2i Aeroporti, backed by Ardian's Infrastructure Fund and F2i Italian Infrastructure Fund, and US based VC firm GreenPoint.

Kanematsu Corporation will take a seat on the Skyports board and will be joined by Ken Allen, CEO of DHL eCommerce who joins the board as an independent non-executive director.

The new capital and the sizeable balance sheets of the investors enables Skyports to accelerate its work with the world's leading electric air taxi manufacturers and operators, providing take-off and landing infrastructure in key launch markets. Skyports will also materially scale its Drone Services operations in new and existing markets, building on active operations in the UK, Europe and Asia.



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news

Woodland regeneration innovators secure £370K investment round



A company behind innovation to create healthy forest ecosystems which support successful tree-planting has secured £370,000 in equity investment.

Edinburgh-headquartered Rhizocore Technologies produces locally adapted mycorrhizal fungi to enhance tree-planting projects, a key measure in addressing carbon sequestration. The company's specially developed fungal pellets are used when new saplings are planted helping accelerate woodland regeneration,

improve forest productivity, and increase natural capital benefits.

Rhizocore was founded by Toby Parkes, a Biology graduate from the University of Bath who also holds a PhD in Biochemistry; and David Satori, a Master's degree graduate in Plant and Fungal Taxonomy, Diversity and Conservation from Queen Mary University of London and the Royal Botanic Gardens, Kew.

The pair developed their business idea with support from the University of Edinburgh's Roslin Innovation Centre. The seed investment package secured by Rhizocore includes £85K of equity funding via the Edinburgh Technology Fund (ETF), £85K from Deep Sciences Ventures, £70K comes from climate tech investors including David Rowan with £130K investment from Nucleus Capital, specialist investors for purpose-driven entrepreneurs tackling planetary health challenges.

px Group acquires Fairport Engineering



px Group, an infrastructure solutions business and operator of several critical UK energy sites, has announced that it has acquired Fairport Engineering, the engineering and materials handling specialist based in the Northwest of England which includes Fairport Tunnelling Technologies in Sunderland.

The deal, the value of which is undisclosed, brings Fairport's

materials handling expertise into px Group's group of businesses. The acquisition is the company's first since being acquired itself by Ara Partners in April 2021. Fairport's 70-plus staff will now be part of px Group.

px Group says that the acquisition is the next step in its international and domestic growth strategy, which comprises both acquisitive and organic growth streams.



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ENTRIES
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The Greater Manchester Business Awards 2022 are open for entries!

This year there are 10 categories, and businesses can enter multiple categories. The shortlist will be announced on Friday 3 June, with a fantastic black tie awards evening taking place at Hotel Brooklyn on Friday 2 September.

- Business Person of the Year
- Small Business of the Year (Under 5 employees)
- Small Business of the Year (5-10 employees)
- Business of the Year (10-20 employees)
- Business of the Year (Over 20 employees)
- Outstanding customer service
- Health and Wellbeing
- Community Business Award
- Innovative Business in COVID-19
- Manchester Business Award



To find out more about the Greater Manchester Business Awards for 2022: greatermanchesterawards.co.uk
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Steroplast to support Lighthouse Construction Industry Charity



Manchester-based healthcare supplier, Steroplast, are partnering with the Lighthouse Construction Industry Charity to raise awareness of their many charitable services. They are also raising much needed funds for the charity through the sale of their premium range of workplace first aid kits.

The Lighthouse Construction Industry Charity is the only charity that provides emotional, physical and financial wellbeing support to the construction community and their families.

A crucial element of the charity's strategy is to provide a wide range of free and widely available pro-active resources to support the industry.

The charity provides a 24/7 Construction Industry Helpline which provides a range of free and confidential wellbeing support services and this is complemented by their free Self Support App and their recently launched text HARDHAT to 85258 service as yet another route to support.

They also offer a variety of free construction focussed training programmes ranging from hour long interactive wellbeing sessions through to the MHFA England approved Mental Health First Aider course.

Steroplast, inspired by The Lighthouse Club's goal of providing proactive resources to support health and wellbeing in the construction industry, was moved to fortify the charity's incredible endeavours by donating profits from its line of high-spec workplace first aid kits.

For a limited time, in a bid to encourage interest from other organisations in this charitable venture, members of the British and

Irish Trading Alliance (BITA) receive a discount of 10% on Steroplast's British Standard first aid kit range, with a further 15% donation from the proceeds going directly to the charity. Steroplast has been a trusted healthcare supplier across seven sectors in the UK for over 25 years. NHS-approved and endorsed by medical experts, Steroplast is one of the best brands for businesses to have on their side in an emergency.

Steroplast Managing Director, Adam Brown, commented "First aid provisions are much more than simply a requirement for health and safety compliance. They help people to work with confidence, assist each other in a crisis, and save lives at the critical moment.

"We couldn't be more proud to support a charity like the Lighthouse Club which upholds the admirable people that make our construction industry flourish in the UK."

Bill Hill, CEO of the Lighthouse Construction Industry Charity, added, "We're delighted that Steroplast are helping to raise awareness of our services by including one of our helpline cards within their first aid kits. We want to make mental health as important as physical health, so if just one person reaches out for help as a result of this campaign then that is fantastic."

To buy British Standard certified first aid kits and support the Lighthouse Club, call **0161 902 3030** or email **janice@steroplast.co.uk**

To find out more about the Lighthouse Construction Industry Charity visit **www.lighthouseclub.org**

UK law firm to officially accept payment in cryptoassets

gunnercooke has announced it is now accepting payment for legal and professional services in cryptoassets such as ether and bitcoin, in a move it believes is the first for a major law firm in the UK.

Cryptoasset exchange coinpass, which is registered with the Financial Conduct Authority (FCA), has partnered with gunnercooke to make the exchanges.

The law firm's leading FinTech and Cryptoasset full-service practice has built up a client base of around 100 cryptocurrency developers, platforms and exchanges.

Attestant, a prominent business in crypto-staking, a process used to verify cryptocurrency transactions, has paid gunnercooke for its legal consultancy services using Ethereum via the new payment option this week. The firm advises Attestant on a range of legal and regulatory matters related to staking.

Cryptoassets are being accepted in

a growing number of professional industries but there are currently no major players in the UK to drive this change in the legal sector.

Naseer Patel, Finance Director at gunnercooke, added: "Up to now, only a few US law firms allow for cryptoasset payments so we are proud to be at the forefront of innovation in the UK. We will now be able to work with a wider variety of clients across different jurisdictions."



Greater Manchester Business Fair

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news

BGH Match, Greater Manchester's free business network

Businesses have faced a turbulent couple of years and have had their ability to meet and do business in person stripped away which has impacted many businesses heavily.

GC Business Growth Hub wants to reconnect the businesses of Greater Manchester and bring together likeminded people through their new initiative, BGH Match.

BGH Match is GC Business Growth Hub's new, free business connector network which aims to lead the way in bringing the businesses of Greater Manchester out in person once again through networking and collaboration opportunities.

The network was officially launched at the new Clayton Hotel in Manchester City Centre on 24th March with positive reviews from those who attended and praise

for the informal setting created for businesses to expand their network.

Fay Coxon from NCC Group said, "I had a great morning at the BGH Match event at the lovely Clayton Hotel in Manchester. It was so good to be back out networking in person and I made connections with a lot of new contacts both from a business and a personal perspective with some likeminded people."

Following the launch, BGH Match will now rotate across Greater Manchester's ten boroughs in collaboration with local councils and stakeholders to ensure the network is accessible to as many businesses as possible.

BGH Match will feature opportunities such as general networking events, business roundtables, sector connectors and

supply chain development sessions in order to provide a diverse way of bringing businesses together to collaborate.

To register for the mailing list or check out the latest schedule, please visit businessgrowthhub.com/match.

GC Business Growth Hub are a community of businesses specialists

based in Greater Manchester who offer fully funded business support and development services for SME's across the region. Their support is delivered in collaboration with Greater Manchester Combined Authority, the ten local authorities of the region and local stakeholders to support businesses in overcoming barriers to growth or compliment existing plans.



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New study reveals the best dog-friendly office spaces

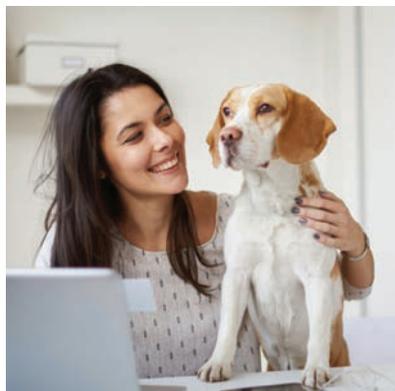
After a spike in canine companionship during the pandemic, 59% of UK households now own dogs, a 14% increase on pre-Covid numbers. However, now many of us are back to the office, concerns about leaving our dogs alone have become a major return to work challenge.

A new study by Instant Offices has found the best dog-friendly office spaces in the UK - so you can work alongside your pet and not have to worry about leaving them at home.

Top dog-friendly offices in the UK

- The Ministry - Borough Road, London, SE1
- Work.Life – Great Eastern Street, London, EC2A
- Labs – High Holborn, London, WC1V
- Clockwise – Edward Pavilion, Liverpool, L3
- WeWork – Various, London

- Boutique – London Road, Kingston-Upon-Thames
- Uncommon – Horsell Road, London, N5
- The Office Group – Albert Embankment, London, SE1
- Fora – Greencoat Place, London, SW1P
- All Work and Social – Lower Byrom Street, Manchester, M3



Co-op Group CEO Steve Murrells steps down at AGM - Shirine Khoury-Haq appointed interim Group CEO

The Co-op has announced that its Group CEO, Steve Murrells, will step down following this year's AGM in May. At the same time the Board has chosen to appoint Shirine Khoury-Haq, Group CFO and CEO of Co-op Life Services as its Interim Group CEO.

Commenting, Co-op CEO Steve Murrells said; "It is important to put a clear CEO succession plan in place. This is especially the case as we begin the process to appoint a new Chair.

"I have had 10 wonderful years at the Co-op and am very proud of all that we have achieved and how we've shown that a purpose-led organisation, focussed on a strong vision of fairness and values can make such a difference."

Allan Leighton Chair of Co-op said "Steve's decision will ensure the transitioning of both Chair and CEO



will take place seamlessly. Steve has done a tremendous job at the Co-op in his 10 years of tenure"

Shirine Khoury-Haq said; "I am proud to be part of a wonderful organisation that contributes so much to our communities and our country. We have lots to do and I am looking forward to working with my 60,000 colleagues, Allan and our Board to continue to make the Co-op a special place to work while providing great products and services to our customers and members."

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construction

Vac UK places order for 20 top of the range vac ex machines



Oldham-based Vac UK has signed a £10M contract to purchase 20 new Longo Rhino excavators – underlining its commitment to becoming the leader in the growing suction excavation market.

It follows the vacuum excavation specialist's announcement last year of a £15M order and brings the company's investment over a 24 month period to £25M. Vac UK, which is part of the Kilkern Group, will take delivery of the new machines in 2023.

First unveiled in the UK in September 2021, the Longo Rhino vacuum excavator is the most powerful twin fan suction excavator on the market producing a flow rate of 45,000 m³/h and a vacuum up to 500 mbar. Each excavator is equipped with the latest features including 360 degree cameras, mega power arms and vibrating skips.

The order reinforces Vac UK's

relationship with Longo Euroservice Srl after it secured the exclusive rights to distribute the Italian manufacturer's equipment in the UK, Ireland, USA and Canada last year. Based in Puglia, southern Italy, Longo produces specialised equipment for industrial, ecological and environmental purposes. Each machine is specifically produced to buyers' requirements.

Patrick Curran, director of Vac UK, explained that the new machines will provide a step-change in the business's fleet.

"From the outset, we have been absolutely clear that we wanted to build the best performing fleet of vacuum excavators in our markets," he said. "On that basis, we have been very specific in our acquisition strategy – to buy only the best and most powerful machines because they offer benefits in terms of versatility, efficiency and safety."



Bufab Acquires TIMCO (TI Midwood & Co Limited)



Bufab, a Swedish based C-Parts Supply Chain Partner, has acquired TIMCO (TI Midwood & Co Limited), one of the UK's leading suppliers of essential construction products.

Simon Midwood will continue to run the business with the senior team at TIMCO, which is headquartered in Nantwich, Cheshire. The company reported a turnover of £49.7 million in 2020, and is expected to report a turnover of approximately £60

million for 2021. The purchase price paid upon closing of the transaction amounts to £54 million on a cash-free/debt-free basis. A performance-based additional payment may be made in 2023-2024 conditional on operating profit.

The company has been family-owned since its foundation in 1972 by Tim Midwood, and is currently run by Tim's son, Simon Midwood, Managing Director. Under Simon's leadership, TIMCO has expanded to become a one-stop-shop for over 4,500 independent merchants across the UK and Ireland, supplying essential products that trade professionals rely on every day, such as screws, fasteners and fixings, nails, adhesives and chemicals, powertool accessories, hand tools, building hardware and site protection.

Industrial real estate supply at a 'critical level' in the North West

Commercial real estate firm publishes latest Industrial and Logistics Viewpoint

Latest research reveals that Industrial and Logistics supply in the North West region is at a very critical level with only 1.7 million sq ft available of units sized 100,000 sq ft + left. However as of the end of 2021, nearly half of this space was either under offer or due to complete in Q1 2022.

According to commercial real estate firm Colliers' latest Industrial & Logistics Viewpoint report, only three Grade A units are currently available and one of these units is Super W in Warrington (245,000 sq ft) developed by Tungsten/British Airway Pension Fund, which Colliers is marketing. In terms of new availability, the firm's records show that circa 3.8 million sq ft was under construction and marketed for completion in 2022.

John Sullivan, Director and Head of Industrial and Logistics North West at Colliers commented: "This high level of demand, in a depleted supply environment has caused strong rental growth with annual prime average rental growth reaching 11.2 per cent in January 2022. In 2023, we will see more rental growth with developers likely to guide between £8 per sq ft and £8.25 per sq ft for the best products (100,000 sq ft-plus) around Manchester and Warrington."

Landmark Manchester city centre office building changes hands

The 15,694 sq ft Richmond House on Bloom Street in The Village has been snapped up by Oxford Court Partnership as a long-term hold investment opportunity.

The five-storey Victorian building comprises a bar, restaurant and seven offices.

The property shares a grand history, being constructed at the same time as London's Tower Bridge and when the Statue of Liberty was first being transported to New York City.



New HQ for fast-growing RECOM solutions

RECOM, a construction project management consultancy which also acts as a main contractor, fire protection and cladding specialist, has relocated to Salford Quays after acquiring a three-storey building on the Waters Edge Business Park.

The 4,000 sq ft building provides scope to further expand RECOM's team, which currently stands at a record high of 30 following recruitment across its operations.

Its move marks a return to Salford Quays, where it was based until 2020 when it relocated to Trafford Park.

RECOM enlisted chartered surveyors

Fletcher Bond to assist in the search for new premises after outgrowing its base in Trafford Park.



DeTrafford releases Wavelength site for sale in Salford Quays



Colliers has brought to the market a circa 1.2 acre residential development opportunity, Wavelength, on behalf of DeTrafford, located in Salford Quays, Greater Manchester.

Planning consent was granted in December 2019 for the demolition of the existing three storey office building and construction of 421 one, two and three-bedroom apartments, 408 sq m of ground floor commercial space, along with associated access, landscaping works and parking spaces.

The site is in close proximity to the Salford Quays metrolink and provides

rapid connections to Manchester City Centre (1.75 miles away), MediaCityUK (0.7 miles away) and regional towns throughout Greater Manchester.

Colliers is inviting offers from developers which can demonstrate an exemplary track-record of acquiring and delivering high quality development on similar opportunities.

James Strong, senior surveyor of Residential Development at Colliers commented: "Wavelength offers an exciting opportunity for a developer to create a new development within an area that has experienced extensive redevelopment over the past few years, resulting in what is now an outstanding business, cultural and residential hotspot.

Destinations such as The Lowry, Quayside Shopping Centre and IWM North in addition to employers such as BBC, ITV, University of Salford and Bupa having a strong presence has attracted a diverse range of residents, occupiers and visitors.

Family firm secure £350k funding boost from Time Finance

Family run business, Rendit, has secured a £350,000 Invoice Finance facility which they will use to fuel further innovation and growth.

The family-owned firm based in Doncaster was incorporated almost 30 years ago by husband-and-wife duo, Malcolm and Sandra Kitching. Their experience in the formulation, supply and application of premixed render materials and systems helped them to build a strong customer base of tradesmen and women across the UK. In 2005, their son James Kitching took over the role of Director and set out a renewed strategy to help modernise and digitally transform the business.

Over the last few years under James' management, the business has grown substantially thanks to new automated technology.

The digital transformation saw the firm stay ahead of the competition and increase their market share. Whilst keeping up with the momentum of orders, Rendit are also forced to grapple with supply chain disruption caused by the pandemic and Brexit. They turned

to their financial advisor Silkstone Consultants for a working capital facility to assist with buying power from suppliers.

Silkstone introduced Rendit to the Invoice Finance team at Time Finance who were able to release existing working capital, otherwise tied up in unpaid invoices and inject £350,000 back into the business.

James Kitching, Director at Rendit, said: "We're so pleased to be working with Time Finance. The funding support we've received has been fantastic. Not only has it provided an immediate cash injection but it has also enabled us to focus our efforts on further investment in digital transformation and supporting our growing customer base."



Homebuilder makes business case for sustainability



Developer with diverse team combines sustainability with profitability

Socially progressive and sustainable homebuilder, Placemakers, has announced the sales launch of its Beulah Hill, Crystal Palace development of eight townhouses scheduled for completion in the autumn. The first of Placemakers' three current developments to complete, these family homes demonstrate the developer's commitment to designing and building future proofed homes and delivering added value to buyers without compromising on profitability.

The company is determined that, as a responsible developer, it can create sustainable homes to the highest environmental standards, drive social value in the communities it works in, and deliver solid risk managed returns for its investment partners.

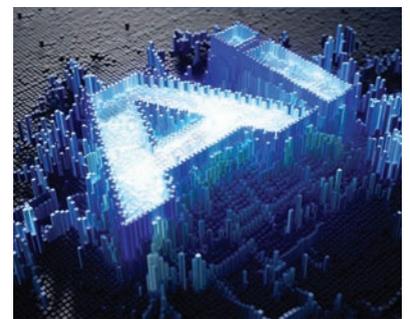
Uniquely, Placemakers homes are designed and built to meet or exceed the Royal Institute of British Architects' Future Homes 2030 Challenge whilst delivering equity returns in excess of 15% p.a. Placemakers' flagship project in Beulah Hill, Crystal Palace will achieve the RIBA Future Homes Challenge with an A-rated EPC and the development is being marketed through Knight Frank.

AI used to facilitate district heat networks maintenance

FVB is a leading consultant in the Energy, Industry, Property, Electrical & Automation and Water & Sewage sectors

By using artificial intelligence (AI) to spot deviating patterns in the district heating network, energy companies can make better decisions regarding preventive maintenance. Developing such a digital tool is the goal of a new research project FVB is part of.

Many district heating networks are in need of restoration and renewal, mainly due to age. It is important – both financially and technically – that these measures are taken at the right time. To understand when it is most appropriate to perform preventive maintenance, energy companies are primarily using the information coming from the ongoing supervision of the district heating network. This is based on readings from moisture



alarms, the presence of water, humidity, and the wall thickness of the pipes.

"There is a lot of data available about the district heating system, and a computer can make analyses and spot deviating patterns a lot quicker than people can.

"This is the advantage we hope to be able to benefit from," says Kristin Åkerlund at FVB, who is participating in the project.



ATTRACTING AND RETAINING TALENT IN A CHANGING WORLD

A briefing for SME leaders in Greater Manchester

DOWNLOAD NOW AT businessgrowthhub.com/talent-guide

employment

How SME leaders can **embrace diversity** and **inclusion** to **attract talent more effectively**

The employment market is going through a major shake-up. The impact of the last two years has changed the way that talent is recruited and altered candidates' expectations of their potential employers.

A more socially conscious workforce is emerging from the pandemic, so businesses must keep pace with these shifting expectations to attract and retain talent effectively. In fact, 76 per cent of job seekers now say that diversity is an important factor when considering a company¹. With that in mind, GC Business Growth Hub – part of the Growth Company and part-funded by the European Regional Development Fund – has identified three actions that you can take to recruit diverse talent streams more effectively.

Create inclusive job advertisements

Adopting a wide-reaching approach to recruitment begins with the job advert – and concise, inclusive descriptions are a positive first step. By eliminating unnecessary industry jargon and clearly detailing the relevant skills and competencies, you can reach a wider and more diverse talent pool. This approach is especially effective when the ad

is consciously placed in relevant locations where a diverse pool of candidates can access it.

Review your interview process

Interviews are as important for your business as they are for applicants. This is one of the first opportunities that they will have to assess your company's make-up and culture for themselves, so aim to have a diverse panel with at least two people interviewing.

To put as many candidates as possible at ease, you could also allow for reasonable adjustments during the process and stick to questions that relate to their skills and competencies.

For maximum fairness and inclusivity, you might also consider standardising the interview process by asking each candidate the same questions and scoring them accordingly. Being mindful of these adjustments could prove the difference in attracting the talent that you want or losing them to a competitor.

Address unconscious bias

Commitment to diversity and inclusion cannot stop once team members are through the door: a company looking to broaden its talent net and benefit from a diverse

workforce should consider taking part in unconscious bias training to show that it is driven towards continuous development inside and out.

One way to remove unconscious bias from the recruitment process is to remove names, schools, locations, and dates of birth from CVs, to ensure that you only focus on skills and competencies when assessing candidates.

Embracing diversity and inclusivity shouldn't be something to be feared by businesses, but something to embrace. The results speak for themselves: a McKinsey report in 2020² found that companies with diverse management teams were more likely than ever to outperform non-diverse businesses on profitability.

Where do you start?

Support is available for Greater Manchester's SMEs, says Dawn Duggan, Head of People, Skills & Talent at GC Business Growth Hub: *"Our expert advisors can help your business, with guidance tailored to its specific needs in this fast-changing world."*

"From training sessions on unconscious bias to advice on how best to structure

job advertisements, the Hub can put you in a great position to attract diverse talent stream in a fast-changing world."

Download GC Business Growth Hub's free guide for SME leaders, *Attracting and Retaining Talent in a Changing World* from: businessgrowthhub.com/talent-guide

- 1 Glassdoor's 2020 Diversity Hiring Survey.
- 2 McKinsey & Company's Diversity Wins 2020 report.



Dawn Duggan,
Head of People,
Skills & Talent
at GC Business
Growth Hub

Unlocking Potential in Business

GC Business Growth Hub makes businesses in Greater Manchester the very best they can be.

The Hub unlocks potential in business by helping them drive sustainability, spark innovation, develop leadership and talent, become more efficient, sell more and open new markets, and access finance and funding, as well as helping entrepreneurs start their own business.

Experienced advisors spend time getting to know you and your business objectives, enabling them to create a bespoke growth plan which adapts as your company evolves.

The tailored support they deliver is often fully-funded (at no cost to your business) and includes specialist programmes, one-to-one and peer-to-peer advice, events, exclusive resources.



Contact GC Business Growth Hub today on **0161 359 3050**, **BGH@growthco.uk** or via **www.businessgrowthhub.com**

hospitality

The daily grind a successful

Business Connect recently had a coffee with Peter Gibson, co-founder and director of Grindsmith Coffee Roasters, based at 3 sites across Manchester and Salford.

We looked at the journey the business has made to date, along with the ups and downs of recent years, navigating problems mirrored across the whole hospitality sector.

Peter – tell us about your business journey?

"Myself and my business partner

Luke Tomlinson started the business in 2014 with the intention to increase the number of speciality coffee outlets in Manchester.

"To fund the launch we did a kickstarter campaign – one of the first I believe to fund a coffee outlet – and we opened a little

garden/office in Greengate Square near Manchester Cathedral.

"We got an opportunity then to open a pop-up in Manchester's first co-working space, and that pretty much cemented us as a growing business with our Deansgate store. From there we took on investment and opened Media City.

"Then in 2018 we started roasting our own coffee beans, and pretty soon after that we closed Deansgate as the Great Northern was being redeveloped, moving the outlet over to Bridge Street."

So how many outlets do you have now?

"Three in total. Two in Media City – one at The Garage which is our flagship store, plus we've partnered with HOST, Salford's Home Of Skills & Technology, running the catering space on the 7th floor of Blue.

"The Pod has moved from Greengate Square to Pollard Street in the Northern Quarter. Unfortunately our Bridge Street outlet didn't survive Covid."

Tell us about your supply chain, particularly now you roast your own coffee beans?

"The heart and passion we felt about the process saw us travelling to Colombia to meet some farmers with a view to working directly and supporting directly the people at the heart of our business.

"We wanted to cultivate a direct relationship, without working through importers or third parties."

Did you have help in this process?

"After purchasing our first coffee roasting machine in May 2018, we

hired in a consultant for a week to help us with training and operation of the new kit. It turned out that the consultant had a part ownership of a Colombian coffee farm. It was from there we decided to work with him on building those direct relationships. He suggested putting a trip together to travel to Colombia where he'd introduce us to a number of farmers and we can taste the beans at source.

"So, in November 2018 we packed our bags and met our consultant in Colombia where he introduced us personally to 15 farms, but we actually tasted coffee from over 100 farms whilst we were out there.

"From there we have now got a personal relationship with the majority of suppliers of our coffee beans. This means we can ensure the farmers get the maximum payment for their produce, making sure they are treated fairly and honestly, and it also guarantees quality and freshness for the coffee beans through the whole journey from origin to the espresso served in our shops."

Tell us more about the brand – where did the name Grindsmith come from?

"We were searching for another term describing someone perfecting their craft in coffee.

"The word Barista wasn't right for us, but the idea of a 'smith', like a goldsmith or blacksmith for example, appealed very much. 'Coffeesmith' had already been taken, so we opted for Grindsmith."

I believe you have an association with Nescafé. Can you tell us more about this?

"This was actually a response through a message on LinkedIn. Nescafé's project manager for Azera sent me a message asking if I was interested in a chat about a forthcoming project they had planned which involved working with an independent coffee roaster.



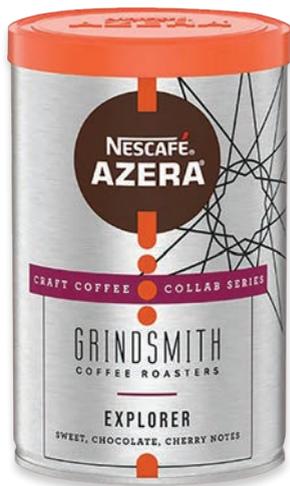
Peter Gibson, Co-founder and Director of Grindsmith Coffee Roasters



- how to roast and host coffee business

"It turned out that they were wanting to launch their first 'craft' coffee, something that was way and above the best tasting instant coffee they could produce.

"We were really keen, but the end result had to be of a sufficient quality before we were happy to sign off on it. It all happened through lockdown by zoom, with samples sent out and tasting happening remotely. All the design work was also completed through zoom.



"At the end of the process though we ended up with creating an instant coffee called 'Explorer' that actually had quality, and what we would class as a specialty coffee experience within it.

"The process ensures our farmers are rewarded correctly for producing the speciality coffee beans that go into the final product, and the difference for Nescafé is that they now have a speciality coffee product that sits alongside their commodity coffee lines.

"Speciality coffees still only account for 6% of the UK market, so to have a product like Explorer sat on shelves being accessible to the whole of the UK is fantastic.

"Not all coffees are the same, and it's a wonderful thing for all of us as coffee makers that the potential for a mass market to taste and understand that difference is pretty amazing for the whole coffee industry."

How did you manage as a business when the pandemic appeared?

"We actually had a very hard time as a business in 2019 when we took on the Bridge Street store.

"We took on a lot of debt to launch the site and we were expecting turnover to be the highest within our outlets, but in fact when the store did open we simply didn't get the customers.

"Our plan was to close our Deansgate store – which had to close due to the work taking place on the Great Northern building – on 31 December 2018, and move the staff to our Bridge Street site on 4 January, however, due to building delays the store didn't open until early March.

"We kept our staff on full pay during the delays, and by the time the doors opened we needed the launch to be a bang. Unfortunately it was a fizzle!

"Financially this was very hard, and we kept on going though throughout 2019, mainly due to the investment put in so far, also because when we launched our site at Media City, it was only turning over £250 per day, but now after 5 years it's a different story, with no seats available on the weekends and queues out of the doors.

"This was a very tough time for the business, and it also caused internal issues with our two successful

sites suffering because they were essentially supporting financially a store that cost so much to set up and simply didn't perform as expected.

"When the first lockdown happened it actually didn't have the same impact on us as on other hospitality businesses because for the previous year we had been in full survival mode. With the lockdown came support for hospitality businesses, and our mindset changed.

"We were in the same boat as the whole sector. Grants were available, the furlough scheme helped us retain the staff that had worked so hard for us for years.

"My email inbox went quiet, and we were busy supporting the sites which were operating take-out services at reduced staffing levels.

"In 2016 we had started work on an app that flashed up our customer's orders on a screen when they were ready to collect. We developed this so customers waiting outside could see how things were progressing with their orders inside.

"In fact, because there were no customers inside, the staff were free to work better, fulfilling orders and delivering them to the customers outside. We also started working with Deliveroo, which was a great success, and the digital part of our customers' experience ordering online through apps became much more established.

"During the past 2 years we have rebuilt ourselves and learned to

work differently. Bridge Street was finally closed in Autumn 2021 but the business with our 3 sites plus Roastery is looking very positive now."

What can you highlight out of your business journey that you find important?

"One lesson is to not underestimate your own tenacity, especially in the face of business challenges. Something I'd always say would be through the toughest of challenges you'd achieve the greatest lessons.

"2019 was a personal challenge for me. It was the point where I did have self-doubt, and it was so difficult for myself and Luke to maintain a clear focus when the tide was coming in and all you could think of was how to keep the business afloat.

"Looking back I think that sometimes moving slower is not necessarily a bad thing in business, also being responsive rather than reactive is important.

"At the same time though if you see something that is negatively impacting your business be quick to take action.

"Personal investment into your business is crucial. You have to give 100% of yourself into it.

"Most people may think they are invested wholly, but it takes massive challenges that reveal how much you are actually invested, and it's those challenges that bring you beyond what you think is 100% and realise actually how strong we are in the face of adversity."

Find out more about Grindsmith - visit grindsmith.com or email info@grindsmith.com

apprenticeships

Occupational Traineeships - aligning to future industry needs

Occupational Traineeships are slowly being piloted across the country following their introduction into the post-16 educational world in recent months. Traineeships, designed to help 16-24 year-olds who are not quite ready for the apprenticeship or labour market, have been with us for a while.

Occupational Traineeships are designed to be much more specific, focusing on a targeted industry area, often with a skills shortage. In the North-East, Hartlepool College of Further Education recently delivered bricklaying focused occupational traineeships, which was a roaring success.

Another, focusing on fashion and textiles, is currently in development, championed by the likes of UK Fashion and Textiles, the Greater Manchester Combined Authority and Salford City College Group. This Traineeship receives excellent support from industry partners and will commence in May of this year.

Not all occupational traineeships are new. One prominent example in the North West of England is about to commence delivery for its sixth consecutive year - **Build Salford**.

This construction-focused Traineeship was initiated as a response to construction industry skills shortages and the need to align local, young Salford residents with the opportunities these shortages have presented. The Traineeship has been hugely successful so far. The last Traineeship saw 23 of its candidates

progressing onto further training, apprenticeships or employment.

Apprenticeships at Salford City College and Salford City Council initiated the scheme in partnership and have worked hard over the years to develop and maintain an industry-led, collaborative approach to the design and delivery of a construction-specific occupational traineeship. Since its inception, almost one hundred young people from Salford have benefitted from the approach, with many now in successful careers across the construction sector.

A vital role for employers

Employers play a crucial role in occupational traineeships, from design input to delivery support, providing work experience and hopefully apprenticeship opportunities. This has been and continues to be the resounding strength of Build Salford. Brilliant, committed employers, passionate about attracting talented young people into their sector, are engaging in the programme. Over 25 employers or stakeholders support the programme, ensuring there is an abundant supply of opportunity and inspiration for the young people involved.

Recent Salford City College Trainee of the Year, Molly Jepp, has nothing but praise for the occupational Traineeship: *"Build Salford provided me with a brilliant platform to enter into the construction sector as an electrical apprentice. The support*

Salford City College
Trainee of the Year,
Molly Jepp



and work experience I gained paved the way for my current apprenticeship. I now I have a great career ahead of me if I keep working hard."

Molly, who works now as an apprentice for Wingate Electrical, was one of 14 trainee participants who progressed into the sector, from the 16 who started last years Traineeship.

At the heart of industry

The Build Salford programme itself is delivered on a live construction site in conjunction with Morgan Sindall, a key partner of the Traineeship. Hosting the trainees at their innovative 'Knowledge Quad' positioned at the heart of a major construction programme they are delivering in Salford.

Allan Milne, Director of Apprenticeships and Employer Engagement at Salford City College Group, believes this is a vital aspect of the Traineeship: *"Morgan Sindall have been exceptional in their support for Build Salford and hosting it at their*

Knowledge Quad, amid a bustling construction site, provides a unique and inspirational learning experience for the young people."

Demand for apprentices in the construction sector at Salford City College Group has almost doubled in the last five years, and in September 2021 they started more construction apprentices than ever before. This fantastic achievement was backed up by great success at the national Construction Apprenticeship Awards, where Salford City College Group were named 'Construction Provider of the Year' for 2021.

Although Build Salford now has several programmes and schemes operating throughout the year, the main Occupational Traineeship always starts around May, allowing sufficient time for trainees to be recruited into apprenticeships for the traditional September start.

Allan added: *"2021 was a great year for the Construction Team at Salford City College Group, and 2022 is looking to be no different. Already, we have committed almost 50% of our apprenticeship spaces to local employers and have a large amount of interest to firm up over the coming weeks. The sector really is buoyant across the region, and it's fantastic to see so many opportunities for new apprentices."*

If you want to find out more, contact the Apprenticeships at Salford City College Team now on **0161 631 5555** or email apprenticeship@salfordcc.ac.uk.



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networking

The BITA Manches



The beginning of March saw the Leeds and Manchester chapters of the British and Irish Trading Alliance (BITA) back to the Lowry Hotel in Salford.

The event brought over 120 business leaders and decision makers from across the UK and Ireland together, and was sponsored by ourselves, Business Connect Magazine, Net Hub and pib Risk Management.

The event started just before noon with networking in the bar on the mezzanine level of the hotel. We had

a chance to network and find out more from the sponsors who had set up display areas.

We were then called in to the conference suite to take our seats and listen to a number of speakers before luncheon was served.

First to speak was Paul Whitnell, President and Founder of BITA, who welcomed the room and asked for a minute's silence to reflect on the terrible war taking place in the Ukraine.



Bridie Cunningham,
Chair, London
BITA Chapter



Figen Murray
OBE, Founder
of Martyn's
Law



Paul Whitnell,
President
and Founder
of BITA

Next to speak was Robert Armitage from sponsors pib, who described the work he did helping convicted prisoners turn their lives around, also the work pib do within the risk assessment sector.

The second sponsor, Tim Ternent, is also the Chair for the Manchester chapter of BITA, and when he took to the rostrum he spoke both about the work BITA does, and also introduced Net Hub - his new online platform for bringing businesses together - which would be rolling out across BITA over the next few months.



We then enjoyed the first course of the luncheon.

Straight after, the 3rd sponsor Paul Mirage from Business Connect Magazine took to the stage, describing the importance of working with BITA (Paul is a board member), and how aligned the organisation is with the principles of Business Connect Magazine, which he described in more detail.





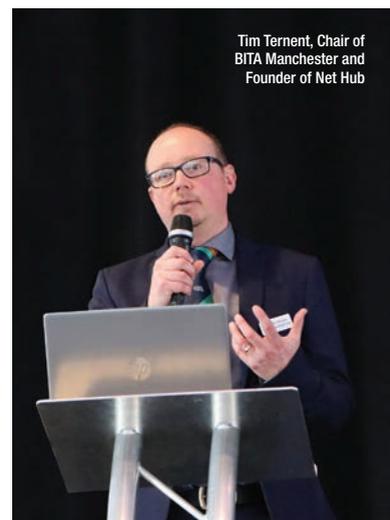
Manchester and Leeds Lunch



Paul Mirage, Director, Business Connect Magazine



Robert Armitage, Business Development Director, pib Risk Management



Tim Ternent, Chair of BITA Manchester and Founder of Net Hub

We then heard from Bridie Cunningham, BITA's London Chapter Chair, and Director of Portman Scott Recruitment Agency, where she reviewed labour shortages in the Construction sector, and the role of BITA as lobbyists to see real change in the sector.

Following the main course and a reminder of the many opportunities the organisation offered their members from Laura Watkins, Communications and Events Manager from BITA, we were introduced to Figen Murray, who had recently been awarded an OBE in recognition of the work she has done in counter-terrorism.

Figen lost her son Martyn to the terrorist bombing of Manchester Arena killing 22 in May of 2017. From there she has dedicated her life to campaigning for

Martyn's Law to be made law - an act to safeguard public places from potential terrorist attacks.

She described the catalyst that put her on this path. Having been to a concert in 2019, she was shocked no-one was searched.

She then started a petition, gaining

23,000 signatures, and it was this that springboarded the work creating Martyn's Law, which would make it a legal duty for all venues to provide security in the wake of the Arena bombing.

Having gained a Master's degree in counter-terrorism, and also tirelessly given talks and speeches promoting

the proposed act, Figen delivered an impassioned and gripping talk on the work she has done and how she has been motivated, receiving a standing ovation from the audience.

For more information about Figen's work with Martyn's Law visit:

figenmurray.co.uk/martyn-s-law

BITA NETWORKING LUNCH DATES



The British and Irish Trading Alliance (BITA) are hosting a series of high profile business networking luncheons over the next few months bringing together business owners and leaders at iconic venues.

Venues taking part are Anfield Stadium in Liverpool, the Comis Hotel, Claremont Hotel and House of Manannan on the Isle of Man and the Royal Horseguards Hotel in London.

Seats are selling fast through bita.ie/events. All details including dress code are available on the booking page.

Dates for your diary - bita.ie/events:

SOCIAL NETWORKING EVENINGS

Manchester 21 April, 5-7pm, every 3rd Thursday of the month. Marriott Victoria and Albert, Water Street, Manchester M3 4JQ

Leeds 20 April, 6-8pm, every 3rd Wednesday of the month. Marriott Cast Iron Bar & Grill, 4 Trevelyan Square, Boar Lane, Leeds LS1 6ET

Liverpool 12 May, 5-7pm, every 2nd Thursday of the month. Halifax House, Brunswick Street, Liverpool L2 0UU

London 14 April, 6-8pm, every 2nd Thursday of the month. The Rising Sun, 61 Carter Lane, Fleet Street, London EC4V 5DY

ONLINE NETWORKING

London 8-9am, every Friday. Open to members and non-members.

LUNCHEONS

London Construction Networking Lunch

21 April, 11.30am-5pm, Royal Horseguards, Whitehall Place, London SW1A 2EJ

Isle of Man Networking Lunch

6 May, 1.00pm-4.30pm, The Comis Hotel, Mount Murray Back Road, Douglas, Isle of Man IM4 2HT

Liverpool Networking Lunch

20 May, 11.30am-5pm, Anfield Stadium, Liverpool L4 0TF

Isle of Man 3 day spectacular

4 May, 6-8pm, Cheese and Wine event at House of Manannan, Mill Road, Peel IM5 1TA

5 May, 9-11am, The future of Trade with IoM Chamber of Commerce, The Claremont Hotel, 18 Loch Promenade, Douglas IM1 2LX

6 May, 7.30am-12noon, Golf Day, Mount Murray Golf Course, Mount Murray Road, Stanton, Douglas IM4 2HT



For further info email laura@bita.ie
www.bita.ie



Isle of Man

Can **you** do business with

Business Connect Magazine have packed their bags and ventured across the Irish Sea to take a look at the Isle of Man business community.

The Isle of Man chapter of the British and Irish Trading Alliance (BITA) are celebrating with a fantastic 3 day

event, inviting businesses from the UK and Ireland to network with Manx businesses and look for ongoing synergy and opportunities for trade at a series of showcase events.

Manx business organisations have welcomed the opportunity to showcase the Island's business community, with support from the Isle

of Man Government's Department for Enterprise, the Isle of Man Chamber of Commerce and the Isle of Man Business Network.

In this feature we're looking at the work these organisations are doing, and how we can better create opportunities for businesses on all sides of the Irish Sea.

Status

The Isle of Man (also known as Mann) is a separate self-governing Island nation which is a British Crown Dependency with the British Queen as head of state.

The Lieutenant Governor acts as the Queen's representative and the UK is responsible for the Island's military defence.

BITA Isle of Man Chapter

The rain lashed the runway, propelled by a brisk force 5 wind causing the businessman leaving the plane to clutch his laptop bag to his chest and run for cover.

Once inside the terminal building at the airport he is greeted by the usual array of notices held by taxi drivers with names of the arrivals printed on them. Having managed to source his own taxi driver, he is taken out of the airport past the palm trees and the strange sculpture of rather thin spindly legs that adorns the gardens and into the waiting taxi. Wishing to be friendly he asks the driver "Can you see Southampton from here?"

A true story, and for those readers who maybe do not quite understand the difference of the Isle of Wight and the Isle of Man a quick resume.

The Isle of Man is situated equidistant from England, Ireland and Scotland in the middle of the Irish sea.

Population of approximately 85 thousand people living on 572 square km with the largest sectors of GDP coming from insurance and e-gaming followed by ICT and banking as well as manufacturing, crypto currency, laser optics, industrial diamonds, electronics, plastics and aerospace, precision engineering, construction, retail, hospitality - the business world is as varied as the Island itself!

Networking is important on the Island, and is easy to achieve.

BITAIOM works with the Department for Enterprise, the Chamber of Commerce and the IOM Business Network.



Doors are opened to the professionals and businesses on the Island so that they can expand and not just take advantage of the opportunities that are available internationally, but also assist businesses from off Island to look at

the Island and its possibilities.

Times change, and we all face the various problems arising from the pandemic as well as international economic changes, and now more than ever organisations such as BITA start to have a real role to play.

**island
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the Isle of Man?

The population is approximately 85,000, and the biggest town is Douglas on the East coast.

History

Throughout the Island's long history, it has always retained its internal governance. The Manx parliament is called Tynwald, and is widely believed to have been in

continuous existence for well over 1,000 years.

Citizenship

Even though the Isle of Man is not part of the UK, residents are entitled to British citizenship, and can use a full UK British passport or British Isle of Man passport.

Economy

The Island is a low tax economy with no capital gains tax, stamp duty, or inheritance tax. The standard rate of corporation tax is 0% for business profits below £500,000.

The currency is the Manx pound, which is in parity to sterling, and

although sterling can be used on the Island, the Manx currency can't be used in the UK.

The Isle of Man is treated as part of the UK for VAT purposes. This means that goods sent from the UK to the Isle of Man are not treated as exports, and so VAT must be charged at the usual UK VAT rate.



DON'T MISS the BITA Isle of Man Networking Lunch, 1.00pm to 4.30pm on Friday 6 May at Comis Hotel and Golf Resort, Mount Murray, Douglas IM4 2HT

We're excited to announce our networking lunch on the Isle of Man on the 6th May supporting our very deserving Manx veteran charities in the presence of His Excellency Lieutenant General Sir John Lorimer KCB DSO MBE, Lieutenant Governor of the Isle of Man. The finishing touch on three days of excellent events, this networking lunch will be a fantastic opportunity for our members to meet businesses from across the Island, Ireland and the UK.

Join us for a lovely three course meal with wine, and following the official close of the lunch around 4.30, we hope that you'll join us after as we'll continue networking into the evening. Tickets are £75+VAT available through bita.ie/events



Isle of Man continues on next page



Continued from
previous page

Isle of man



A small Island with

big

With decades of experience and international recognition, today the Island's finance sector continues to thrive and is welcoming new and innovative industries, including InsurTech and an enhanced Employee Benefits proposition.

This, combined with extensive global knowledge, makes the Isle of Man an attractive base for these businesses to call home.

Medicinal Cannabis

One of the Isle of Man's newest emerging industries is the Medicinal Cannabis sector. In 2021 the Isle of Man Government introduced a flexible and detailed regulatory framework to allow commercial operators to grow, manufacture, distribute and export cannabis products under licence from the Isle of Man.

A new, modern licensing regime, and positive history of regulating new growth industries, means the Isle of Man is well-placed to welcome businesses in this sector which indicates huge potential for the Island's future.

Engineering and Manufacturing

The Isle of Man's experienced engineering and manufacturing sector spans a broad range of markets including; energy, aerospace, automotive, telecommunications, medical, pharmaceuticals and consumer products.

With a highly skilled local workforce and reputation for its 'one stop shop capability', this sector continues to prosper with well-connected supply chains both in the UK and further afield.

Today, the Island's engineering and manufacturing sector is proud to be partners with virtually every major civil and military aerospace project in the world, a testament to its ability to operate on a global scale.

CleanTech

Recently, there has been a heightened global interest in the environmental agenda. In response to this, the Isle of Man Government has set ambitious targets as part of its Climate Change Action Plan.

Innovations and new technologies will be key to delivering these targets, meaning that the CleanTech sector is a natural topic of conversation in this space. Today, there

A skilled workforce, approachable Government and supportive commercial environment make the Isle of Man an attractive place for businesses.

From global players to growing start-ups, the Island's business ecosystem is made up of those at all stages of their journey who have chosen the Island as their home.

Here is an overview of just a few of the buzzing business sectors which make up the Isle of Man's economy.

Digital and Technology

The Isle of Man operates a well-established eGaming sector which has experienced dynamic growth in the last decade following the early 2000s when big players in the sector arrived in the Isle of Man.

The growth of the eGaming sector acted as a platform to show how the Island can be a first-mover in regards to regulation of new and emerging technology sectors.

Today, we are home to a thriving cluster of digital businesses and emerging industries, from Internet of Things, to Blockchain and esports.

These sectors have ambitious prospects for growth, and with ever evolving expansion, comes ever evolving opportunity.

Financial and Professional Services

The Isle of Man has a long heritage in the financial services sector and remains a strong centre for the industry to this day.

Renowned for quality, the Island's financial and professional services landscape includes banking, insurance, fiduciaries, fund and wealth management, and pensions.



opportunities

are many opportunities for businesses and skilled workers in this sector to capitalise on this global movement.

Enhancing the Island's ability to generate renewable energy, providing energy storage facilities, improving heating and energy efficiency in buildings and introducing low carbon vehicles are just a few of the key opportunities which will be emerging in this market in the near future.

Construction

One of the oldest sectors of the Island's economy, the Construction sector is vital to the provision and maintenance of the property infrastructure required for the Island's continued economic growth.

Today, Construction Isle of Man, a public-private partnership launched in 2020, aims to build cohesion for the sector and stakeholders, formulate a comprehensive industry standard and grow a sustainable sector to meet the Isle of Man's needs both now and in the future.

Tourism Trade

Tourism has been a significant element of the Isle of Man's economy for over a century. Home to unique landscapes,

a distinct cultural identity and rich heritage, the Island's appeal as a popular holiday destination is enduring and evolving.

Effective destination management relies on a number of stakeholders working collaboratively to achieve the same goal and product and event innovation is essential in meeting the changing needs of visitors.

Today, there is an abundance of opportunity for service and product developments in line with the interests of current and emerging visitor markets.

The Isle of Man's vibrant business ecosystem is unlimited in its ability to welcome new and established businesses and industries to form part of the community.

The Isle of Man Department for Enterprise's Executive Agencies have been established to support businesses in the Isle of Man and those considering relocating their

enterprise. Collectively, these functions work hand in hand with the private sector, growing real businesses, generating real jobs and real opportunities for the Island.

To find out more about the business environment in the Isle of Man, visit:

www.dfe.im



The future of trade with the Isle of Man Chamber of Commerce



Isle of Man Chamber of Commerce

The Isle of Man Chamber of Commerce is a dynamic, high profile business network of members representing all key sectors of the economy. For more than 65 years, Chamber has been the Island's leading advocate and champion for business with a focus on creating a climate of growth and success in our community.

The Chamber of Commerce provides leadership, networking opportunities and business-building initiatives that focus on the critical priorities of our

business community. By leveraging the support, talent and resources of our members, Chamber is one of the leading organisations helping improve economic vitality and quality of life for everyone.

British Chambers of Commerce - the Future of Trade

We are delighted to announce that, Ann-Marie Martin, Director of Global Business Networks for the British Chambers of Commerce (BCC) will be visiting the Island for the first time to present to Chamber members and the BITA network.

In January this year the British Chambers of Commerce released

a trade manifesto to recruit legions of new UK exporters as its research continues to show poor overseas trade growth. The Manifesto sets out a comprehensive list of steps to get more UK businesses, currently just 10%, involved in international trade.

In her presentation, Ann-Marie, will discuss the BCC research which highlights the challenges exporters are facing and steps that the UK Government could take to help businesses trade with the EU.

Join us on Thursday 5 May, 9-11am at the Claremont Hotel for this insightful and valuable presentation.

British Chambers of Commerce -



Rebecca George, CEO, Isle of Man Chamber of Commerce

The Future of Trade - in partnership with BITA. Tickets are £20, available through eventbrite and the Chamber website:

iomchamber.org.im

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EXP 2022

Thurs 30th June
9am til 3pm
Exhibition Centre, Liverpool

Fri 21st October
9am til 3pm
Bolton Whites Hotel

expos



The Lancashire Business Expo 2022



Back at the Preston Guild Hall on the 25 March, the Lancashire Business Expo 2022 once again welcomed businesses from across Lancashire and Beyond.

The event welcomed over 1,200 delegates throughout the day and brought together over 120 exhibitors from across Lancashire and beyond.

The exhibitors crammed into both floors of the Guild Hall, and thanks to the hard work and planning from event organisers Shout! both

delegates and visitors enjoyed a busy day of networking and connecting with businesses across all sectors.

Star of the BBC's *The Apprentice*, Aaron Willis, spent the day at the event meeting business owners from across Lancashire while accommodating many selfie requests!

As a Director of Greater Manchester business Vulcan Security, Aaron fully understands the benefits of regional expos and was very happy to offer

his support to local businesses.

Many businesses demonstrated how they had grown in strength during the pandemic, offering their products and services to the local business community.

Director of Shout Expo, Jordan Conlin, said: "The feedback from LBE has been phenomenal from both exhibitors and delegates. There was a real buzz about the

event from start to finish, both around the stands and in the social areas. We know that many new valuable connections have been made in a really fun environment. Now we're just looking forward to replicating that success at the Merseyside expo in June."

For information about the Merseyside Business Expo on 30 June and other upcoming events, go to shoutexpo.com



Aaron Willis, star of BBC's *The Apprentice*, drops in to say 'You're hired!'

Find out more about Shout! Exhibitions:
01772 935931 info@shoutexpo.com

exporting

Exporting in



Thursday 24 February 2022 saw a schism in the established order of world trade with the Russian invasion of Ukraine.

This is not the place for a commentary on that heinous act, but rather to reflect on the implications of it from the perspective of UK exporters.

It is a sad reflection of history and reality that wars create great wealth and great poverty and that there is opportunity in both. There are suddenly new exporters, many charitable, sending large volumes of food, clothing and more in charitable donations via Poland and other neighbouring countries.

There are also Governments, and their suppliers, sending large volumes of weapons and the equipment of war.

Both sides in the war are using

up tens of billions of pounds in weapons and equipment and tens if not hundreds of billions of pounds of damage is being done to infrastructure across Ukraine.

The refugee crisis is creating logistics difficulties across Europe generating supply needs shifts alongside the people movement.

There are sanctions that continue to ratchet up, and major supply issues that are going to have long term effects.

Countries throughout the world are already scrambling to replace supplies, but also looking for alternative markets for their products.

12.5% of Ukraine's exports went to Russia and Belarus, 8% to China, almost 40% to the EU but only 1.4% to the UK. Ukraine imports 20% from Russia and Belarus, 13.3% from

China, over 40% from EU and 1.1% from UK.

The disruption that the war will cause to these economies cannot yet be fully envisaged; so much depends on the eventual outcome and the timescale but widespread recessions would not be a surprise.

Ukraine has developed a major specialism in IT over several decades. That is highly mobile. The question of whether those in the IT industry relocate will also likely depend on the outcome and timescale.

Other implications are already having a major impact: extreme rises in fossil fuels are causing major rises in inflation and leading to increases in interest rates and salary demands. These in turn could restrict consumer spending in other areas. The side effects of sanctions

are as yet unknown.

In spite of all this uncertainty, most of the world remains open and opportunities abound. UK goods have an excellent global reputation for quality, and, with good reason, the UK is the second largest exporter of services around the world.

Whether you are a complete novice or a seasoned exporter there is considerable help available, and whilst it can appear daunting to access, assistance is easily available.

Whether you provide online learning, web services, manufacture chocolate or jams, the initial basic process of exporting is exactly the same: you need to find customers who want what you have to offer. Finding those who want to purchase is no different to selling within the UK.

Can it be hard? Of course, just as finding new customers in the UK can



times of trouble

be hard. You can find similarities in customers around the world.

You have many underlying advantages: The English language is widely used across the world. The Union Jack is a symbol for quality products and the UK is a high quality, sophisticated market.

When you work out where the markets for your offerings are in the UK, apply the same logic to find similar markets overseas. If you are not sure, then ask for help. Check out the DIT online: www.gov.uk/ask-export-support-team or go to your local Chamber of Commerce or Trade Association.

Worried how you will finance exports? There is Government assistance with that as well (or simply ask for payment up front!).

The UK Government has recently refreshed the UK Export Plan and committed to massive assistance to help businesses, from very small to very large, to start exporting and to grow.

I recently attended a meeting where the Government, at the highest levels, was listening to ideas on how best to do this. It is not a fad; it is the future. The potential benefit to your profitability is simply too good an opportunity to miss.

Why, if it is so easy, aren't more people doing it?

I can't answer that as I don't understand what is holding businesses back from trying.

Having spent over 30 years personally selling many tens of millions of pounds worth of technology, chemicals, services, IT systems and food across the world, I have seen for myself the opportunities that this presents.

New markets are opening all the time. Right now, African economies are growing rapidly, the Gulf is still strong, Latin America continues to open up and many Asian countries continue to grow and open up.

The key as always is to look for opportunities with open doors, and ignore those doors locked tight.

And don't be too shy to ask for help.



Tony Goodman MBE

is a successful exporter and has been doing so through a variety of different businesses. He is currently Marketing Advisor at Forest and Co who specialise in offering guidance on branding, exporting and sales:

www.forestandco.com

Maritime Transport set for multi £m expansion at Port of Liverpool



Logistics firm Maritime Transport Ltd, which provides road and rail cargo services, has agreed a 30-year lease with Peel Ports Group and a major expansion of its transport depot at the Port of Liverpool.

The multi-million-pound project will see the facility increase from four acres to ten with a new storage yard for loaded

containers, significantly enhancing Maritime's operation in the North West.

The deal will extend the geographical reach of the Port of Liverpool further into the midlands by supporting both hauliers and Maritime's rail freight activities. Another benefit will be enabling

'off-peak loading', which will help smooth out peaks during the busiest periods, both on-site and via routes serving the port.

John Williams, Group Executive Chairman, Maritime Transport:

"This significant investment, which marks the beginning of a strategic collaboration with Peel Ports, heralds an exciting time for the company in terms of our growth, whilst we continue to provide the very best facilities and excellent working environments for our colleagues."

"The Port of Liverpool has established itself as a key gateway for our customers over the years, and we are excited to be bringing high-quality storage space and even greater capability and choice to the market as we see an increase in demand for our services."

David Huck, Chief Operating Officer, Peel Ports Group: *"This is a major commitment which is yet another highlight in*

the exciting evolution of the Port of Liverpool. It links perfectly with our strategy to extend our multi-modal connections, providing better links beyond our current hinterland.

"We're also pleased to see one of our important customers continuing to enjoy success and together we are going from strength-to-strength."

Construction for the transformational project begins in April and will take around six months to complete, resulting in one of the largest port-centric haulage depot services in the UK.

This latest news follows other significant announcements for the Port of Liverpool, including the recent completion of Liverpool2, a £400 million deep-water container terminal, new multi-modal rail connections and continued focus on sustainable investments and infrastructure. All of which continue to reinforce Liverpool's position as a long-term strategic gateway at the cutting edge of the global logistics industry.



Exporting continues on next page



Continued from
previous page

exporting

Harbour's new Manchester HQ opened by Irish Minister of State

The event formed part of the Irish Consulate General's St. Patrick's Week Tour

Harbour Freight's custom built 43,000 sq ft HQ in Trafford Park, Manchester, formally opened in March. With the

ceremony performed by Irish Minister of State for Finance, Seán Fleming TD, who visited as part of his St. Patrick's week visit to the North of England and Scotland.

Minister Fleming, joined by Consul

General Sarah Mangan and Vice Consul Carina O'Brian from the Irish Consulate General for the North of England, was given a tour of the new Harbour premises, where he welcomed their investment in Manchester as a boost to the continuing growth of Anglo-Irish trade.

After the tour where he met staff, and a reception in the new boardroom, Minister Fleming gave a speech to invited guests including representatives from the British and Irish Trade Alliance (BITA), Business Connect, Bunzl, Widdop Bingham, and Rayburn, plus Pall-Ex Group CEO Kevin Buchanan, which was followed by the formal opening of the premises.

Steve Swinburn, UK MD of Harbour said "Today marks the culmination of months of hard work from everyone at Harbour Freight, as well as the start



L-R Irish Minister of State for Finance, Seán Fleming TD with Garrett Thornton, Harbour Group Managing Director, Dublin



L-R Seán Fleming TD, Harbour UK MD Steve Swinburn, Pall-Ex CEO Kevin Buchanan

of an exciting new phase as we grow our market share and bring new services to the market. I'm very proud of everyone that has worked to make this happen - and would like to extend our grateful thanks to the Minister and the Irish Consulate General, as well as Pall-Ex, BITA, and of course our customers for supporting us on our special day."

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What's the best way to get aid to Ukraine?

As the UK aid effort to support Ukraine grows, Marie Boyer, MD of independent cross channel and European road freight specialist France Line International Transport Ltd, discusses how to ensure the help you offer is actually helpful.

"The conflict in Ukraine has left many people feeling they want to help by collecting and sending donations.

"The result is that many who don't work in freight forwarding, international trade, or international aid, have been trying to take goods abroad without even knowing of or understanding the customs documents required. And unsurprisingly, they have encountered problems.

"Understandably, most people's focus is on helping. They don't realise that, since Brexit and the UK

leaving the EU customs union, the UK has created a hard border with its European neighbours and customs clearances are needed. We heard of several groups with donations stuck at Dover because they either had no customs paperwork or it was incorrect. We've seen examples of vans being turned away at the port and unable to ship into France for onward travel to the countries close to Ukraine.

"At first, it was easier to ship into the Netherlands than France since the Dutch have changed their customs procedure for humanitarian aid going to Ukraine. Aid is now classified as 'non-commercial goods' so it gets transported without delay and the process is simplified. But even so, customs documents still apply.

"So what's the best way to approach getting aid to Ukraine while avoiding time consuming (and potentially costly)

complications? Here's my advice:

- Work with established charities and follow their advice that cash is best. With cash, aid groups can support local people and businesses and buy what they need locally and support the local economy. Cash is not only the best way to help border countries supporting refugees. It is also a more environmentally friendly way compared to physically shipping goods around Europe.
- Think long and hard before sending any goods. Firstly, consider whether the aid you are offering is going to be welcomed. Send what is really needed, not what you think is needed. Secondly, items should be expected at their destinations, with plans of where and how they will be handled. Remember that supplies need storing, sorting and distributing, which places huge pressure on teams

on the ground. Also, if goods are unwanted, they may disrupt more vital supply chains and they will only end up in landfill, and disposal costs are high.

- If you are sending goods, try not to mix loads. We have heard of people filling up vans with food, medical equipment, clothing and nappies, but the more you mix categories of goods, the greater the number of customs codes and the chance of a paperwork issue.

"To be clear, I completely support making donations and offering whatever help you can (we've been giving lots of free advice to people, for example). I do understand concerns from those who feel direct donations help to avoid the major charities' overheads. But humanitarian logistics is quite specific. The charities understand that. It's their field.

"It is impossible not to be affected by the horror unfolding in Ukraine. In one way or another, we will all be affected by it. But we can all do our part by not adding to a complex, challenging situation for aid agencies."



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seo

Myths about SEO

Myths have been around for as long as people have.

It's always been a way for people to try and explain (and explain away) things that they don't quite understand.

It makes sense, then, that something as misunderstood as SEO is riddled with myths.

My team is full of SEO and PPC specialists, and it's only right that I set the record straight by pointing out some of the myths surrounding SEO, and looking at which ones are right - and which ones are just plain wrong.

SEO is dead

This one has to be at the top of the list because, well, it's wrong.

If SEO were dead, then a lot of us would be out of a job.

With that being said, while SEO is far from dead, it is always changing. Gone are the days of being able to stuff backlinks and keywords into articles and pages for the sake of showing up on Google results. The algorithm is shifting to be more people-centric, meaning that the SEO which does best is the type which focuses on being relevant to users.

SEO is a once-off

SEO is just like any other engine in that it requires regular maintenance. The idea that it's a once-off affair is the reason so many websites come and go without seeing more than a handful of visitors.

SEO requires ongoing maintenance (or at least maintenance on a regular basis) to keep up with changes to the algorithms, as well as the understanding that investing in it effectively will create a domino effect. Patience truly is a virtue with SEO, and giving it time to work will yield amazing results.

Local SEO doesn't matter

While it may be more applicable to brick-and-mortar stores than online ones, the notion that local SEO doesn't matter implies that you don't

want to help people find you.

Dedicating efforts to local SEO through things like Google My Business is the best way to get your name out there to people searching for a business near them, which can lead to word-of-mouth, which means your name spreads like a wildfire, and you'll quickly start to see results.

Social media presence isn't needed for good SEO

While this isn't exactly wrong, it's certainly not entirely right.

Running doesn't require shoes, but it definitely doesn't hurt to have them.

Right now, more than half of the world is using social media - meaning that people who avoid using social media are effectively removing a massive market for themselves.

It's not a direct influence on your SEO efforts, but it can be incredibly powerful in helping to quickly reach a wider audience in a cost-effective way.

Google only ranks what's recent

Much like the previous point, it's not entirely wrong. But it's certainly not entirely right.

Things that constantly shift and change (think news and trends) will most certainly be subject to being ranked as to what's most relevant and most recent.

However, things like tying a tie or cooking a certain dish isn't something that's influenced by how recently it was set up. In those instances, whatever's most relevant will prevail.

Links are more important than content

At a time, this may have been true - but with the Google algorithm changing, people who jammed link after link into their sites to increase their reach have been seeing their results dip radically because of the fact that what they're doing isn't relevant to anybody.

When it comes to links vs. content, the quality will always beat quantity. Using fewer links and writing more relevant content will give you much higher quality results than trying to get away with link stuffing.

Keyword research isn't important

While this makes about as much sense as saying you don't need to study for a test, it's still something many people believe, and it's something which should be cleared up.

Keywords are absolutely vital for ranking, and for determining whether or not you'll show up on search results.

Once again, it's a case of finding what's relevant, and having keywords that are close to what people would search for is going to help your results ranking significantly.

Meta tag keywords don't matter

Once again, this is about as wrong as wrong can be.

This is an instance where it's actually a good idea to focus on pleasing the Googlebot (the thing that crawls your site, figuring out what it's about).

The reason this is important is because of the fact that it's how Google determines where your site sits in terms of relevancy, and it determines how much you'll show up when somebody searches for a specific result.

If you don't have these keywords, you're trying to ride a race with a car that's got a flat tyre.

~ ~ ~

SEO is certainly a mysterious thing, and it's natural for there to be confusion between SEO myth and SEO fact.

But, with that being said, it's important to know what's real (and what's not) to give yourself the best chance of making the most of your SEO efforts, as well as knowing that it's important to make use of them to start with.

My team and I are passionate about SEO, and we'd love the opportunity to show you exactly how beneficial it can be for your online growth.

Want to learn more?

Why not check out the QR code below and get in touch with us?



Henri Scott
KlickSense
[klicksense.com](https://www.klicksense.com)



finance

Review of the Chancellor's spring statement

There was huge emphasis on the global economic impact following the "unprovoked, premeditated attack Vladimir Putin launched on Ukraine" in The Chancellor's Spring Statement delivered on 23 March.

The main areas affected are energy prices and the cost of goods resulting in a high cost of living across the UK. Below we have summarised the main points from Rishi Sunak's announcement that will affect taxpayers, businesses and employers.

The Tax Plan

Through a new Tax Plan announced in the Spring Statement, the government will reform and reduce taxes in three ways:

- Aligning with the income tax personal allowance, the Primary Threshold and Lower Profits Limit will increase from £9,880 to £12,570, from July 2022, helping almost 30 million working people, with a typical employee benefitting from a tax cut worth over £330 through the following year.
- Helping the private sector to invest more, train more and innovate more – via the government's intention to cut and reform business taxes.
- For the first time in 16 years, the government will reduce the basic rate of income tax to 19% from April 2024 - equivalent to over £5 billion a year. In addition, the government wants to make the tax system simpler, fairer and more efficient, and will confirm plans for reforms to reliefs and allowances before 2024.

Improving productivity to boost the economy

Following the government's steps to meet its growth commitments known as levelling-up through the super-deduction, the capital uplift and commitment to invest £20 billion per year in R&D (research and development) by 2024-25, the Chancellor confirmed his focus on three priorities:

- Cutting and reforming taxes on business investment to encourage firms to invest in productivity-enhancing assets.
- Encouraging businesses to offer more high-quality employee training and exploring whether the current tax system – including the operation of the Apprenticeship

Levy – is doing enough to incentivise businesses to invest in the right kinds of training.

- Ideas - delivering on the pledge to increase public investment in R&D and doing more through the tax system to encourage greater private sector investment in R&D.

Fuel Duty cuts

In response to fuel prices reaching their highest ever levels, Rishi Sunak announced a temporary 12-month cut to duty on petrol and diesel of 5p per litre in his Spring Statement, equivalent to a tax cut of circa £2.4 billion over the next year.

When comparing to uprating fuel duty in 2022-23, cutting fuel duty to this level will deliver savings for consumers worth over £5 billion over the next 12 months, broken down as follows based on average fuel consumption:

- the average UK car driver will save around £100.
- an average van driver will save approx. £200.
- hauliers can expect to save around £1,500.

Supporting SMEs

For small to medium sized businesses, the Spring Statement builds on measures previously announced including freezing the business rates multiplier in 2022-23. This tax cut will save the equivalent of £4.6 billion for all ratepayers over the next five years.

Furthermore, a new temporary 50% Business Rates Relief worth £1.7 billion, will benefit eligible retail, hospitality, and leisure businesses. The overall package of changes is worth £7 billion over the next five years including savings of

- £5,200 for the average pub with a rateable value of £21,000.

- the average convenience store, with a rateable value of £28,500, will save £7,000.

Help to Grow: Management and Digital

The government is subsidising the cost of high-quality training by offering businesses 12 weeks of "world class" leadership training through the UK's top business schools, with the government covering 90% of the cost. The cost of apprenticeship training will be 95% subsidised for SMEs that do not pay the Apprenticeship Levy.

The temporary £1 million level of the Annual Investment Allowance has been extended to 31 March 2023 to support businesses to invest and grow. The government is also helping firms to adopt new digital technologies, offering eligible SMEs a 50% discount on approved software worth up to £5,000.

Energy incentives for residential and commercial properties

To help households improve energy efficiency and keep energy costs down – as well as supporting the UK's long-term Net Zero ambitions – the government is extending the VAT relief available for the installation of energy saving materials (ESMs). The government will also increase the relief further by introducing a time-limited zero rate for the installation of ESMs.

A typical family having roof top solar panels installed will save more than £1,000 in total on installation, and then £300 annually on their energy bills. The changes will take effect from April 2022.

To support the decarbonisation of non-domestic buildings, the government is introducing targeted business rates exemptions for eligible plant and machinery used in onsite renewable energy generation and

storage, and a 100% relief for eligible low-carbon heat networks with their own rates bill. The Spring Statement announced that these measures will now take effect from April 2022, a year earlier than previously planned.

Employment Allowance

Finally, the government is supporting small businesses to create jobs. Following an increase to the Employment Allowance April 2020 from £3,000 to £4,000, the Spring Statement announced a further increase from April 2022, allowing eligible employers to reduce their employer National Insurance Contributions (NICs) bills by up to £5,000 per year – a tax cut worth up to £1,000 per employer.

The impact of this will allow eligible businesses to employ four full-time employees on the NLW without paying employer NICs, benefitting approx. 495,000 businesses, including circa 50,000 businesses which will be taken out of paying NICs and the upcoming Health and Social Care Levy entirely.

If you need bespoke advice as a result of the Chancellor's Spring Statement, please do not hesitate to contact a member of our team – we're here to help.

Call **0161 905 1801** in Manchester or **01925 830 830** in Warrington, or you can email us via mail@lwaltd.com.



Les Leavitt

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The ever-increasing

and how to keep your business safe

In a world in which technology is at the forefront of almost everything we do, many do not understand the threat cybercrime poses on their business, regardless of their size.

There is a common misconception amongst many small-medium sized businesses that they are not at risk of being attacked and that it is only multinationals or governments that are being targeted in these online crimes. Times have changed, and cybercriminals are focussing their attacks onto smaller businesses in more sophisticated ways than ever before.

By definition, cybercrime is 'criminal activity carried out by means of computers or the internet'. The efficiency of cybercriminals carrying out these online attacks is increasing at a rapid rate, with many methods of gaining information available at their disposable.

One of the most common, damaging forms of cybercrime that is affecting companies regardless of their size is ransomware. Ransomware is a form of malware that holds a victim's information at ransom. It is a virus

that uses encryption to hold a victim's data hostage. Crucial information of an organisation is encrypted by these hackers, to make it impossible for a company to regain access to files, databases, or apps. A ransom is then demanded for a company to regain access to their files, which is almost always a large fee that can prove very costly for many businesses.

Over the past 12 months over £15 billion has been paid out by businesses to cybercriminals, with this figure expected to rise to almost £200 billion by 2031.

On average a company is affected every 11 seconds, with catastrophic consequences for many, who simply cannot afford to pay these cybercriminals their demands to recover their data.

Every day in the UK around 65,000 cyber-attacks are attempted on small to medium-sized businesses, and as IT support with a specialist cybercrime team, Nybble can offer the best advice and support to help ensure your business does not fall victim to one of these attacks.

So - what can you do to minimise the threats?

Don't be lazy with your passwords

Put more effort into your passwords. First, the simpler a password is, the easier a hacker can gain access. To create a difficult password, you need at least 10 characters with a combination of upper and lower case, numbers and special characters.

Avoid dictionary words, personal information, usernames or ID's, and anything that's obfuscated with simple algorithms like backward spelling or words with punctuation in between.

Additionally, it's bad practice to use the same password across multiple accounts. Reusing a password means that when one company has a data breach, your other accounts could then be compromised as well. Consider using a secure password manager which will manage all your passwords for different accounts.

Enable 2-factor authentication

Many platforms now allow you to enable 2-factor authentication to keep your accounts secure. It's another layer of protection that helps verify that it's actually you who is accessing your account and not someone who's unauthorised. Enable this security feature whenever you can and especially if you use Microsoft 365.

Use anti-virus and anti-malware

As long as you're connected to the web, it's impossible to have complete and total protection from malware. However, you can significantly reduce your vulnerability by ensuring you have an anti-virus and anti-malware software installed on your computer.

Invest in security upgrades

Invest in security upgrades such as firewalls and computer security software additional to traditional anti-virus software. It's better to eat the costs of security to avoid paying for the consequences of a breach.

Back up important data

Important data can be lost because of a security breach. To ensure that you are prepared to restore data once it's lost, you should frequently back up your important information to the cloud.

If you use Microsoft 365 don't assume your data is backed up by Microsoft as it isn't and requires a third-party solution.

Keep software up to date

Software companies typically provide updates for three reasons: to add new features, fix known bugs and upgrade security. Always update to the latest version of your software to protect yourself from new or existing security vulnerabilities.



threat of cyber crime,

Avoid opening suspicious emails

If an email looks suspicious, don't open it because it might be a phishing scam. Someone might be impersonating another individual or company to gain access to your information. Sometimes the emails may also include attachments or links that can infect your devices.

Check links before you click

Links can easily be disguised as something they're not, so it's best to double check before you click on the link. On most browsers, you can see the target URL by hovering over the link. Do this to check links before you click on them.

Scan external storage devices for viruses

External storage devices are just as prone to malware as internal storage devices. If you connect an infected external device to your computer, the malware can spread. Always scan external devices for malware before accessing them.

Double check for HTTPS on websites

When you're on a website that isn't using HTTPS, there's no guarantee that the transfer of information between you and the server is secure. Double-check that a site's using HTTPS before you give away company or personal information.

Train employees

The key to making cybersecurity work is to make sure your employees are well trained and consistently exercising security best practices.

One mistake from an improperly trained employee can cause an entire security system to crumble.

Trust Nybble as your Cyber Security Partner

Whilst there are procedures within your organisation that you can put in place to help reduce the threat of these attacks, they will remain a major threat to your organisation, as the technology available to

cybercriminals continues to develop, meaning that the likeliness of your business being struck is increasing all the time.

This mixed with the prospect of a cyber war (as both the UK and US government have recently noted is a possibility as tensions rise in eastern Europe) it is more important than ever to ensure your company is backed up with a cyber defence plan.

As an IT company that knows the threat and magnitude that cybercriminals conduct, Nybble understand the importance of ensuring their clients have the appropriate measurements in place.

We stay up to date with all the latest cyber security technology to ensure our clients remain safe against the threat of an online attack.

To further your trust that you are in capable hands with Nybble, we have achieved accreditation in Cyber Essentials and Cyber Essentials Plus.

Cyber Essentials is a government-backed and industry-supported

scheme that helps businesses protect themselves against the growing threat of cyber-attacks and provides a clear statement that they have industry-leading procedures in place to best ensure their clients do not become victims to these attacks.

Nybble are also strategic IT partners for the Greater Manchester Chamber of Commerce, proving you can be assured that you will receive professional, high-quality advice at all times.

Trust **Nybble.co.uk** as your cyber security partner and gain peace of mind that your business is secure against the rising threat of cybercrime.



Ram Gupta
Nybble
nybble.co.uk

Find out more about how we can help with Cyber Security:



phone
0330 002 0886

email
enquiries@nybble.co.uk

- IT SUPPORT
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health



Why choose Private Medical Insurance?



SMEs make up a significant part of the UK economy, with 95% of businesses employing fewer than 10 employees.

In the current environment, it's more important than ever for these businesses to consider the benefits of Private Medical Insurance.

VitalityHealth makes it easier for employers and their employees to get access to high quality care which caters for a variety of health needs.

Private Medical Insurance provides numerous benefits including:

- Flexible cover to suit individual needs.
- No waiting lists.
- Access to a wide range of hospitals.
- Access to the latest drugs and treatment.
- Comfort and privacy at a time when people need it most.

Not only that, VitalityHealth's Business Healthcare plan can help your business improve their employees' physical and mental wellbeing.

Our member-driven approach responds to the full spectrum of healthcare needs, from promoting

a healthy lifestyle, providing digital tools to help navigate the healthcare system, and delivering comprehensive cover for onward treatment when needed.

Private health insurance with rewards

With over 30 years experience in the private medical insurance arena I approached VitalityHealth about joining them as an appointed representative. They offer the most generous solutions for businesses that I have come across, and I have a great deal of passion about promoting their schemes.

What is private health insurance?

Private medical insurance (PMI) gives you quick access to private facilities and treatments, It helps pay for any high unexpected private medical bills you may need covered.

This could be anything from physiotherapy sessions, to major heart surgery. PMI also plays an important role in funding the early diagnosis of critical conditions.

How does health insurance work?

You pay monthly health insurance premiums

When your GP refers you to a

specialist, you make a claim with your insurer. You'll be able to choose who treats you, and at which hospital.

1. Choose your medical insurance plan

Choose your insurer and your excess amount. This is the amount you agree to pay towards your treatment if you make a claim. The higher your excess, the lower your premiums.

2. Pay your premium

This is the cost of your medical insurance plan. It's usually taken as a monthly Direct Debit.

3. See a GP when you're unwell

This can either be your NHS GP or a private GP, like Vitality GP. If you need to see a specialist or get treatment, they'll refer you.

4. Contact your insurer and make a claim

When you contact your insurer, they can find a consultant for you. They will ask about your symptoms and when they started.

They will assess your claim. When

it's approved, you can receive treatment.

5. Your private healthcare bill is paid

Once you've received your treatment, the hospital will send your insurer the invoice. In some circumstances you may need to pay your excess. For example, if your treatment cost £1,000 and your excess is £250, the insurer will cover £750, and you'll pay £250.

Find out more by getting in touch to see how Private Medical Insurance can help you and your business.



Kevin Owen
Vitality Health
vitality.co.uk

Find out more - contact Kevin on **07830 219337** or email **Kevin.Owen@va.Vitality.co.uk**

wellbeing

Should your staff also be your friends?



There should be a big difference between our friends and the people with whom we're friendly, but many of us struggle to make the distinction.

We may refer to everyone in our circle as friends, but all too often if we don't see them or they fall off our radar we hardly notice or query their absence.

Co-workers and colleagues can fall into that category. How often does someone we once worked closely with leave the business and later return for a social visit, only for us to realise that we've nothing to talk about after a relatively short space of time? Our friendship was primarily based on shared business considerations.

But what about those times when we manage and work closely with a team of people. We see them regularly, supervise their work. Should our staff also be our friends?

Few people enjoy confrontation or having to bring other people to order. But there are ways of managing a team without requiring you to choose between being popular and their friend or being viewed as heavy-handed.

Start as you mean to go on. Set the tone of your relationship with your staff from the outset. Yes, be friendly, respectful, empathic, but also remember that there's a job to be done, targets to be reached and money to be earned.

Be firm about time-keeping, regular lateness, lame excuses for unfinished pieces of work. Being supportive of individual circumstances is important, but if one person appears to be the constant favourite it can cause resentment amongst everyone else.

Keep channels of communication open. Being micro-managed is often de-motivational. No one wants a boss who's constantly looking over their

shoulder, assessing and commenting on their work.

That said, you need to be aware of what your staff are doing each day, where they're up to in terms of work load and problem-solving. Be clear about when you're available for staff to talk through issues and problems. For some managers, it's when their office doors are open.

Be aware of the dangers of over-sharing your personal stuff. As their manager, your staff are not there to advise or counsel you. Over-sharing can blur the lines of your relationship and make it difficult if ever you need to discipline or have firm conversations with them.

It's good to share some personal information so that they're able to relate to you as a person and know that you connect and empathise with them and their situations, but have a cut-off point, a limit on how far that goes.

Have boundaries in place. Some managers like to go for social drinks with their staff, but leave after a couple of hours, putting some money behind the bar, so paying for the next few rounds of drinks. It lets staff know that they're friendly and thoughtful, whilst also retaining a slightly detached presence.

Have regular staff appraisals, so reinforcing your role as their manager. This allows for a two-way exchange about where your staff are regarding their competency and progression, how they feel about their role, plus those areas where you'd like them to focus and improve.

Have regular staff meetings as a group, which you host and set the agenda, perhaps after conferring with staff. This enables the team dynamic to be assessed and improved. When staff feel comfortable and

listened to you may find that they have great ideas and suggestions about improving existing practices. Encourage them to be loyal and invested in the business.

If a staff member is uncooperative, perhaps begrudges you your role, maybe wanted it for themselves, it's important to avoid taking their attitude personally.

Worrying about it or trying to win them over only serves to exacerbate the problem and solves nothing. Set them tasks with deadlines and arrange regular meetings to check on their progress. Be fair, whilst treating everyone the same.

Avoid using appeasatory or conciliatory tones to delegate work. No apologies! Instead, be more matter-of-fact, polite but managerial, as in, 'this needs doing, would you be able to finish it by Wednesday, please?' Then you can document the discussion and note the Wednesday deadline.

Make any reluctance or inability to deliver the work their problem. Ask questions, as to what the problem is, why they've not delivered, what needs to happen to help them succeed.

Depending on the size of your business there may be options to transfer an unruly staff member, offer retraining or even eventually involve Human Resources and a disciplinary procedure.

Make sure that you practice good self-care, especially during times of stress. Regular breaks improve work efficiency, by allowing you to mentally and physically detach, take a walk outside, some water, a piece of fruit and return feeling refreshed afterwards.

A healthy diet, good exercise and sleeping plan, switching off each evening and allowing yourself a couple of hours to wind down before bed are all ways to ensure that you support a healthy mind and body.

Don't underestimate the importance of spending time with your real friends and family,

having fun with the very special people in your life. Enjoying time relaxing, being yourself, being carefree makes the long hours and personal investment in your business role worthwhile. Those relationships are often an important part of why you work so hard.

And remember, management hired you for this role, so clearly believe in you. Any new role is a challenge. Relish the opportunity to scare yourself a little, learn new skills and grow. Finding constructive ways to interact with your team is a tough skill to learn, but it's also an important step towards your future career progression.



Susan Leigh MNCH (ACC)

South Manchester counsellor, hypnotherapist, relationship counsellor, writer and media contributor offers help with relationship issues, stress management, assertiveness and confidence. She works with individual clients, couples and provides corporate workshops and support.

She's author of 3 books, 'Dealing with Stress, Managing its Impact', '101 Days of Inspiration #tipoftheday' and 'Dealing with Death, Coping with the Pain', all on Amazon and with easy to read sections, tips and ideas to help you feel more positive about your life.

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www.lifestyletherapy.net

diary dates

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BITA (British and Irish Trading Alliance)

Online networking using Remo:

BITA South West every Tuesday
19 Apr, 26 Apr, 3 May 8.00am - 9.00am

BITA London every Friday
15 Apr, 22 Apr, 29 Apr 8.00am - 9.00am

Cost FREE until further notice

Live face to face events:

BITA London Monthly Social Networking

14 Apr 6.00pm - 8.00pm, every 2nd Thurs

Venue The Rising Sun, 61 Carter Lane, Fleet Street, London EC4V 5DY

Cost FREE

BITA Liverpool Monthly Social Networking

12 May 5.00pm - 7.00pm, every 2nd Thursday

Venue The Restaurant Bar and Grill, Brunswick Street, Liverpool L2 0UU

Cost FREE

BITA Leeds Monthly Social Networking

20 Apr 6.00pm - 8.00pm, every 3rd Weds

Venue Marriott Cast Iron Bar & Grill, 4 Trevelyan Square, Boar Lane, Leeds LS1 6ET

Cost FREE

BITA Manchester Monthly Social Networking

21 Apr 5.00pm - 7.00pm, every 3rd Thursday

Venue Marriott Victoria and Albert, Water Street, Manchester M3 4JQ

Cost FREE

BITA London Construction Lunch

21 Apr 11.30am - 5.00pm

Venue Royal Horseguards, Whitehall Place, London SW1A 2EJ

Cost £170+VAT (BITA members get discounted tickets).

BITA Isle of Man Lunch

6 May 1.00pm - 4.30pm

Venue The Comis Hotel, Mount Murray Back Road, Douglas, Isle of Man IM4 2HT

Cost £75+VAT (BITA members get discounted tickets).

BITA Liverpool Lunch

20 May 11.30am - 5.00pm

Venue Anfield Stadium, Anfield, Liverpool L4 0TF

Cost £80+VAT (BITA members get discounted tickets).

Contact Paul Whitnell paulw@bita.ie
Laura laura@bita.ie www.bita.ie

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Best of Bolton Business Show 2022

1 Day Business Expo

15 Jun 1.00pm - 7.00pm

Venue Bolton Whites Hotel, De Havilland Way, Bolton BL6 6SF

Cost FREE (pre-registration required).

Contact boltonbusinessshow.co.uk

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BGH Match

Business Growth Hub networking

21 April 9.30am - 11.30am

Venue Leigh Sports Stadium, Sale Way, Leigh WN7 4JY

5 May 9.30am - 11.30am

Venue Oldham Library, Greaves Street, Oldham OL1 1AL

19 May 9.30am - 11.30am

Venue Trafford House, Chester Road, Old Trafford, Stretford M32 0RS

9 June 9.30am - 11.30am

Venue Atria, Spa Road, Bolton BL1 4AG

Cost all events FREE

Contact nick.shepherd@growthco.uk

businessgrowthhub.com/match

BNI Graphene Manchester

Weekly every Weds - includes hot lunch

10.00am - 12.30pm

Venue BOX Deansgate, 125 Deansgate, Manchester M3 2BY

Cost FREE for visitors

Contact John Galloway

07971 161621

BNI Vision Cheadle

Online weekly every Weds - zoom

9.15am - 11.15am

Cost FREE

Face to face every month - zoom

Contact for details 9.15am - 11.00am

Venue Bramhall Park Golf Club, 20 Manor Road, Bramhall, Stockport SK7 3LY

Contact Rebecca Moloney 07899 967 469

rebecca.moloney@uwclub.net

Business Fairs

Annual business fairs across Northern sites.

Free to visit, all sectors welcome to exhibit

(see details page 4).

Greater Manchester Business Fair

7 Jul 10.30am - 3.00pm

Venue AJ Bell Stadium, 1 Stadium Way

Barton-upon-Irwell, Salford M30 7EY

Contact manchesterbizfair.co.uk

Wirral & Chester Business Fair

22 Sept 10.30am - 3.00pm

Venue New Brighton Floral Pavilion,

Marine Promenade, New Brighton, Wirral CH45 2JS

Contact wirralbizfair.co.uk

Halton & Warrington Business Fair

10 Nov 10.30am - 3.00pm

Venue DCBL Stadium Halton,

Lower House Lane, Widnes WAB 7DZ

Contact haltonbizfair.co.uk

Contact Tony Haines 0151 709 8932

tony@liverpoolba.com

Business Catalyst Club

Manchester and Leeds Networking Lunches

Manchester - 28 Apr, 7 Jul, 20 Oct

Leeds - 26 May, 15 Sep, 24 Nov

Costs, Timings, Venues and booking details -

contact organisers below:

Contact Graham Shiers 07818 675 310

www.businesscatalystclub.co.uk

High Peak Business Club

Regular monthly breakfast networking with

high calibre speakers

22 Apr 7.30am - 10.00am

Venue Chapel en le Frith Golf Club, Manchester Road, Chapel en le Frith, High Peak SK23 9UH

Cost £25

Contact edwinacurrie@sky.com

www.highpeakbusinessclub.co.uk

K-Club

Entrepreneur's networking breakfast

2 Speakers + Full English Breakfast

19 May, 30 Jun 7.30am - 10.00am

Venue AJ Bell Stadium, Barton-Upon-Irwell, Salford M30 7EY

Cost £39+VAT

Contact Amanda Manson 07754 069 829

www.k-club.co.uk

M Postcode Business Hub

Face to face and zoom business networking

20 Apr 2.00pm - 4.00pm

Venue Banyan Bar & Kitchen, Vantage Point, Manchester M3 3PL

Cost FREE

25 May 2.00pm - 4.00pm

Venue Manahatta, 188-192 Deansgate, Manchester M3 3ND

Cost FREE

22 Jun 2.00pm - 4.00pm

Venue Banyan Bar & Kitchen, Vantage Point, Manchester M3 3PL

Cost FREE

Contact kyle@mpostcode.co.uk

manchesterevents.mpostcode.co.uk

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Merseyside Business Expo 2022

1 Day Business Expo

30 Jun 9.00am - 3.00pm

Venue King's Dock, Port of Liverpool, Liverpool L3 4FP

Cost FREE (pre-registration required).

Contact shoutexpo.com

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Northwest Business Expo 2022

1 Day Business Expo

21 Oct 9.00am - 3.00pm

Venue Bolton Whites Hotel, De Havilland Way, Bolton BL6 6SF

Cost FREE (pre-registration required).

Contact shoutexpo.com

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pro-manchester

Hot topic breakfasts, Sector lunches,

Economic Updates, Panel debates

Full programme of events available online

Contact Nicola McCormick 07929 671755

nicola.mccormick@pro-manchester.co.uk

pro-manchester.co.uk

Shout! Network

Fortnightly networking. Breakfast Included.

Venues across Lancashire, Greater Manchester and Liverpool.

Preston Tuesday Morning group 9.30am

Shout! HQ, PR2 2YF

Bury Tuesday Morning Group 9.30am

Red Hall Hotel, BL9 5NA

Bolton Wednesday Morning Group 8.00am

Bolton Whites Hotel, BL6 6SF

Wigan Wednesday Lunch Group 12noon

Gathurst Golf Club, WN6 8EW

Leyland Thursday Morning Group 9.30am

Fox Lane Sports & Social Club, PR25 1HB

Wrea Green Friday Morning Group 8.00am

The Villa Wrea Green, PR4 2PE

Burnley Friday Morning Group 9.30am

Burnley Football Club, BB10 4BX

South Ribble Tuesday Morning Group 9.30am

British Commercial Vehicle Museum, PR25 2LE

Bolton Tuesday Morning Group 9.30am

Dunscar Golf Club, BL7 9QY

Penwortham Wednesday Morning Group 9.00am

Penwortham Golf Club, PR1 0AX

Southport Wednesday Lunch Group 12noon

Old Links Golf Club, PR9 7QS

Manchester Wednesday Lunch Group 12noon
Worsley Park Marriott Hotel, M28 2QT

Burnley Thursday Morning Group 9.30am
Burnley Football Club, BB10 4BX

Chorley Thursday Morning Group 9.30am
Verat Space, PR6 7BX

Preston Friday Morning Group 8.00am
Shout! HQ, PR2 2YF

Blackburn Friday Morning Group 8.00am
Blackburn Rovers FC, BB2 4JF

Manchester Friday Lunch Group 12noon
ABode Manchester Hotel, M1 2DB

Liverpool Friday Lunch Group 12noon
Liverpool Marriott City Centre, L1 1RH

Lytham Friday Lunch Group 12noon
Liverpool Marriott City Centre, FY8 4LE

Fortnightly networking is on a sector lock-out basis. Please contact Shout! for further information. Costs also vary.

Shout Network Joint Meeting - open to all sectors and guests

26 Apr 9.00am - 12noon
Venue Bliss Hotel, Waterfront, Promenade, Southport PR9 0DZ

Cost £12 (tickets through EventBrite)

Contact 01772 935930

info@shoutnetwork.co.uk

www.shoutnetwork.co.uk

The Business Network Manchester

Virtual and Live networking - inc seminars.

Online - 20 Apr, 18 May 11.50am - 1.30pm

Venue Online

Cost £15

Live event - 28 Apr 12noon - 2.00pm

(Optional seminar 10.00am start)

Venue Hyatt Regency Manchester, 55 Booth St W, Manchester M15 6PQ

Cost £48

Contact Helen Bennett 0161 823 1384

helen@business-network.co.uk

www.business-network.co.uk

The Business Network South Manchester

Virtual and Live networking - inc seminars.

12 May 11.30am - 2.00pm

(Optional seminar 10.30am start)

Venue Best Western Pinewood Hotel on Wilmslow, 180 Wilmslow Road, Handforth, Wilmslow SK9 3LF

Cost £46.80

16 Jun 11.30am - 2.00pm

(Optional seminar 10.30am start)

Venue Mottram Hall, Wilmslow Road, Mottram SK10 4QT

Cost £46.80

Contact Simon Edmondson 07766 493428

Simon.Edmondson@business-network.co.uk

www.business-network.co.uk

Third Thursday Club

Networking purely for construction and property attendees

21 Apr, 19 May, 16 Jun 12noon - 2.00pm

Venue East 59th, Victoria Gate, 3rd Floor Rooftop, George St, Leeds LS2 7AU

Cost FTBC

Contact Rachel Shaw

rachel@ad-hoc-admin.co.uk

Please note If you plan to attend any of the above events please ensure all details are correct in advance. Whilst every effort has been made to confirm accuracy some details may be subject to change.

places to meet

Cottons Hotel & Spa

10 minutes to Manchester Airport, 138 bedrooms, 13 meeting rooms capacity 200 delegates, 3 dining areas, AA Rosette awarded terrace restaurant

Manchester Road, Knutsford WA16 0SU

victoriaseddon@cottonshotel.co.uk
01565 600333
www.cottonshotel.co.uk

DoubleTree By Hilton Manchester Airport

230 bedrooms, 11 meeting rooms, restaurant and bar, 24Hr gym, On-site parking, airport shuttle

Outwood Lane, Manchester M90 4WP

cheryl.garnett@manchesterairport.com
0161 435 3000
http://www.hilton.com/manchesterairport

Genesis Centre

Various sized meeting and conference rooms, Fully serviced offices for short or long term lets, On-site café and break out room

Birchwood, Warrington WA3 7BH

deanhaslam@citibase.co.uk
07976 567739
citibase.com

Go Serviced Offices

Meeting room, Free wifi, Free car parking, Free refreshments, Lounge and seated garden area, Capacity for 6 people

Ground Floor, Prospect House, Columbus Quay, Liverpool L3 4DB

charlotte@gogreenofficesolutions.com
07494 090 373
www.goservicedoffices.co.uk

Hollinwood Business Centre

Meeting rooms, Free hi-speed wifi, Free Parking, Café, Touch screen TV, Capacity for 60 People

Albert Street, Hollinwood, Oldham OL8 3QL

walter.urquhart@bizspace.co.uk
0161 511 9450
www.bizspace.co.uk

Hotel Brooklyn

Bed and breakfast, Cosy meeting rooms, Large banquet space, Accessible rooms, Designed for disabled guests

59 Portland Street, Manchester M1 3HP

khealey@bespokehotels.com
0161 518 2936
www.hotelbrooklyn.co.uk

Manchester Central Convention Centre

Large and small scale conferences, Meeting rooms, Event spaces, Central location

Petersfield, Manchester M2 3GX

sales@manchestercentral.co.uk
0161 834 2700
www.manchestercentral.co.uk

Marriott Manchester Victoria and Albert Hotel

148 bedrooms and suites, 9 meeting and event rooms with capacity for 240 people theatre style, Restaurant and bar, South facing terrace, Private dining, Business centre

Water Street, St John's, Manchester M3 4AW

askus@thevanda.co.uk
0161 832 1188
www.marriott.com/manva

Regus Digital World

Meeting rooms of various sizes, Free hi-speed wifi, Central location, Beautiful roof terrace

1 Lowry Plaza, The Quays, Salford M50 3UB

uk.meetingrooms@regus.com
0161 601 7700
www.regus.com

Regus King Street

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82 King Street, Manchester M2 4WQ

manchester.kingstreet@regus.com
0161 935 8000
www.myregus.com

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10th Floor, 3 Hardman Street, Manchester M3 3HF

uk.meetingrooms@regus.com
0800 279 7131
www.regus.com

Regus St James Tower

Meeting rooms of various sizes, Hi-speed WiFi, Central location and good traffic links

7 Charlotte Street, Manchester M1 4DZ

uk.meetingrooms@regus.com
0161 521 9800
www.regus.com

Regus Trafford Park

10 person, 6 person and 4 person meeting rooms, Free WiFi, Free Parking, Close to Motorway

4th Floor, Centenary House, 1 Centenary Way Manchester MSO 1RF

manchester.traffpark@regus.com
0161 504 2500
www.regus.com

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125 Deansgate, Manchester M3 2BY

uk.meetingrooms@regus.com
0161 519 2000
www.spacesworks.com

The Leeds Marriott Hotel

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4 Trevelyan Square, Boar Lane Leeds LS1 6ET

zoe.hands@marriott.com
01132 366366
www.leedsmarriott.com

Worsley Park Marriott Hotel

Restaurant and Bar, 9 Meeting rooms, Leisure club with Gym, 18 Hole Golf Course

Walkden Road, Manchester M28 2QT

libby.blackwell@marriott-hotels.com
0161 975 2000
www.marriottworsleypark.co.uk

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If you'd like to host our magazine at your site and feature on this page please contact Paul.



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