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Women in business

Diversity has a proven role in ensuring the success of many UK businesses. Business Connect are pleased to feature an interview with Adele Reid, MD of ABC+ Warranty, in an issue celebrating successful businesses championed and lead by women.

Construction: All the latest news from the sector

Reports from across the UK on the Construction industry.

Apprenticeships: World class partnerships

Salford City College looks at the importance of working with world class business partners.

Telecoms: Gigabit fibre roll-out to Liverpool

Interview with Andy Thompson, MD of Nxcoms, approved partners with LCR Connect, currently rolling out full gigabit fibre connectivity to the Liverpool City region.

Innovation: Voucher scheme initiative

GC Business Growth Hub showcase their innovation voucher scheme for local businesses.



Adele Reid, Managing Director, ABC+ Warranty, pictured outside the company's Altrincham HQ

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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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news

Prepare for a cyber-crime wave warn experts

The cost of living crisis is fuelling a surge in cyber attacks on UK businesses, a leading fraud expert has warned. Leigham Martin, group head of infrastructure and security at Connectus Business Solutions, said that cutting costs on security can spell disaster for businesses.

He was commenting after new official statistics released this week showed that 39% of UK businesses experienced a cyber attack in the past 12 months.

The Cyber Security Breaches Survey 2022 - published by the Department for Digital, Culture, Media and Sport - found that the most common threat vector was phishing attempts, which were experienced by 83% of firms reporting breaches. Around one in five (21%) identified more sophisticated attacks, such as denial of service, malware and ransomware attacks.

Leigham said: "There is increasing evidence that some businesses are looking to save money in this area, perhaps linked to the cost of living crisis. But cutting corners where cyber security is concerned can be costly especially as IT is now typically an integral part of a business.

"Half of small to medium businesses go bust within six months of a cyber-attack. With the growing threat of war in the east, the cost-of-living crisis and increasing inflation, cyber criminals are using this to their advantage to exploit people and businesses alike.

"Social engineering is again on the rise and scammers are sending phishing emails and messages offering rebates on energy bills to play on peoples and businesses vulnerabilities."

Leigham said organisations typically spend less on cyber security than is recommended and it is not always a top priority. "Simply put, good cyber security costs money and you often don't see the return on investment from it, but on average, organisations should look to invest around 3-4% of their annual revenue into cyber security.

Access to finance needed to support ambitious UK SMEs

- 57% of UK SMEs are bullish about their 12-month outlook
- Delivering growth and innovation the key priority for business
- One in four (26%) medium-sized businesses call for faster access to finance

Despite the tricky economic environment, more than half of UK SMEs (57%) are bullish about their outlook and confident about the prospects for their business over the next 12 months, according to new research from alternative finance provider Nucleus Commercial Finance. Fewer than one in five (22%) SMEs state they are unconfident.

Their goals for the next 12 months are clear - with growth and innovation (45%) leading for all sizes of business, barring medium sized businesses, who are more focussed on recruiting and retaining staff (48%).

Managing rising overheads (39%) is a high concern for all as well, reflecting the wider cost of living crisis. Interestingly, getting employees back

to the office (10%) was the lowest priority of all those presented to the decision makers.

Crucially, however, achieving these goals requires the right support.

The research also reveals that when asked to identify their key barriers to growth, top of the list among UK SMEs was that they are simply more focussed on staying afloat than cementing growth (28%). While adapting to a changing world (23%) and shortage of staff (21%) were also major issues, just 9% of UK SMEs have no ambitions to grow.

When looking at what could encourage growth in their businesses, tax incentives for innovation or investment was popular with a third (33%) of SMEs. Similarly popular was having more time to concentrate on innovation and growth (31%). Just more than a quarter (26%) of SMEs feel that re-joining the European Union (26%) would help and 23% identified government backed training for staff.

Oldham social enterprise gets national recognition

An Oldham-based social enterprise has been selected for the NatWest SE100 Index, the annual listing of the UK's top 100 social enterprises.

This achievement for Upturn - which launched in 2004 and operates from Peter Street in Oldham - is the equivalent of the Sunday Times Top 100 Companies for social enterprises, and a massive achievement for the organisation. Upturn's core mission

has always been to unlock the potential and improve the lives and health and wellbeing of people from diverse groups and disadvantaged communities across Oldham and the wider region.

Upturn is split into three core areas: Upturn People, which aims to unlock talent and aspirations, Upturn Communities, which enables communities to prosper and safe

spaces to be created, and Upturn Enterprise, which helps entrepreneurs through the key stages to start their own business as well as working with established companies to strengthen local community ties.

The top 100 social enterprises were selected by judges on a range of criteria including business sustainability, innovation and social impact. Together they posted a

combined turnover of more than a third of a billion pounds (£388m), up from £335m the year before.

The group made a combined profit of nearly £15.5m - significantly higher than the year before, during Covid, and the average growth in annual turnover for the top 100 was 84% - suggesting that the UK's top social businesses are bouncing back strongly from one of the most challenging periods in recent times.

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New funding available to boost UK business exports abroad through the recognition of professional qualifications

UK professionals looking to work abroad will benefit from new funding for regulators and professional bodies, the government has announced.

The Recognition Arrangements Grants Programme will provide grants of up to £75,000 to UK regulators to develop recognition arrangements with their international counterparts and ensure British professionals have their qualifications recognised overseas.

Under the Professional Qualifications Act, the UK government can ensure regulators have the ability to agree recognition arrangements with overseas counterparts. These recognition arrangements can make it easier for British professionals to have their qualifications recognised overseas, without the need to requalify with additional qualifications.

The UK is the second largest exporter of services in the world and this

new funding will help to boost our advantage in trade in services.

Business Minister Lord Callanan said: *"The UK's professional qualifications are rightly widely recognised as a gold standard for diligence, professionalism, and proficiency around the world."*

"By creating our Recognition Arrangements Grants Programme, we are supporting regulators to build on this well-deserved reputation for excellence by agreeing recognition of professional qualifications with countries across the EU, ultimately making it easier for our lawyers, surveyors, accountants, and others to work in the EU and elsewhere."

An ICAEW spokesperson said: *"We warmly welcome the announcement by BEIS of this new round of funding. "It will prove extremely useful for UK professional bodies working towards international recognition arrangements as part of the 'Global Britain' agenda."*

Disabled UK workers rise by 53% in last 10 years

New research from mobility experts reveals accessibility concerns facing disabled workers across the UK, and how businesses can support them:

- One fifth of the working-age population in the UK are classed as disabled.
- There were 4.4m disabled people in employment in the UK in 2021, an increase of 1.5m from 2013 (an increase of 53.5%).
- More Brits are reporting a long-term health condition or disability than eight years ago, and the increasing number is largely driven by an increase in mental health conditions.
- The disability employment gap is wider for disabled men, those with multiple disabilities, and those suffering from mental illness.
- Disabled people are more likely to be self-employed than non-disabled people.

Latest population figures suggest that a fifth of working-age Brits are currently classed as disabled, and data from 2021 showed that the number of disabled people in employment was more than 50% higher than almost ten years earlier. Alongside this, there are more Brits reporting long-term health conditions or disabilities than ever before - a figure that is being driven by an increase in mental health conditions across the nation's workplaces.

But despite the growing number of the population who live with mental health conditions, the disability employment rate is much lower for these individuals.

The number of disabled people in employment in the UK increased from 2.9m in 2013, to more than 4.4m in 2021 according to latest government findings. While the increasing number of disabled people joining the UK workforce can be attributed to factors like the overall working-age population and prevalence of disabilities, the employment rate gap between disabled and non-disabled Brits is glaring.

Despite the massive growth in employment for Brits with disabilities, only 53.5% of disabled people aged between 16 and 64 years are currently in employment, versus the 81.6% of non-disabled people of the same age group. Furthermore, a gap was seen in the employment rates between disabled and non-disabled British men (31.1%) than for women (24.8%).

This disparity seems driven by the higher employment rate in general for non-disabled men (84.9%) than for non-disabled women (78.1%), as the employment rates for disabled people of all genders were similar (53.8% for men and 53.3% for women) across the board.



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news

Plastic Packaging Tax: Will the economic incentive encourage businesses to go green?



Plastic packaging tax is a form of environmental taxation that came into effect this year, on 1 April 2022. To examine whether plastic packaging tax will prove successful in creating a demand for more sustainable products, professionals should consider the implications of previous taxations, such as the sugar tax.

In 2018, the government introduced a levy on soft drinks that contained more than 5g of sugar per 100ml. This resulted in the sugar content of soft drinks reducing significantly. In fact, according to a study by the University of Cambridge, households consumed drinks with 10 per cent less sugar in the first year that this came into effect.

This suggests that the plastic packaging tax will prove to be just as successful, encouraging manufacturers and importers to reduce the amount of non-recyclable materials used.

Here is a closer examination of the taxation and which companies it is likely to affect.

What is the purpose of plastic packaging tax?

The UK plastic packaging tax charges companies that manufacture or import packaging that is made out of less than 30 per cent recycled plastic. The standard taxation is £200 per tonne of plastic packaging.

This applies to all manner of plastic packaging, whether it is used by companies or consumers. Plastic packaging used in the supply chain,

such as bubble wrap and packaging peanuts, is equal to consumer single-use plastics, from disposable utensils to coffee cups made of plastic.

The taxation will reduce the number of plastic products made from pure virgin material from entering landfill. It will also reduce how much is being used for waste-to-energy incineration and encourage businesses to create sustainable solutions, such as designing innovative cosmetic containers and recyclable food packaging.

The goal of plastic packaging tax: to prevent a valuable resource ending up in landfills

Plastic packaging tax will incentivise a number of people within the packaging industry. First and foremost, manufacturers and importers of plastic packaging exceeding 10 tonnes per year may face charges.

In addition to manufacturers and importers, the taxation can also affect businesses that buy plastic packaging. To avoid any unnecessary charges, packaging buyers and new product managers should keep a record of their purchasing history and consider buying from companies that favour recycled plastics.

This has the possibility of creating a demand for more plastics made from recyclable materials within the industry.

Judit Guerra-Falcon, product sustainability and compliance manager at Waddington Europe, a producer of rigid plastic packaging, has commented:

"The goal of the UK Plastic Packaging tax is to provide an economic incentive for business to use more recycled plastics in the manufacturing of packaging. As a result, collection levels of plastic waste will increase. This may help to prevent this valuable material resource ending up in landfills or being incinerated."

In fact, the taxation is estimated to increase the demand for sustainable plastic packaging by 40 per cent, saving as much as 200,000 tonnes of carbon in 2022 to 2023.

Cyber security - two thirds of staffers admit not paying attention to 'boring' training

Three quarters of UK and US companies have experienced a security incident in the last 12 months, as a significant percentage of employees admit that they are not engaged in their organisation's cybersecurity efforts. This is according to research unveiled in a new report from email security company, Tessian.

The report, titled: How Security Cultures Impact Employee Behaviour, surveyed 2,000 UK and 2,000 US employees, and 500 UK and US IT decision makers. The data revealed that 85% of employees participate in security awareness programs, however, 64% don't pay full attention when in the session. What's more, 36% of respondents consider their company's security training 'boring'.

The report also revealed that staffers don't understand their role in keeping their company secure. 30% said they don't think they personally play a role in maintaining their company's cybersecurity, and 45% don't even know who to report security incidents to.

Virtually all IT and security leaders surveyed by Tessian (99%) agreed that a strong security culture is important in maintaining a strong security posture, however, 45% of IT leaders said incidents of data exfiltration have increased in the last year, as people took data when they left their jobs, and, one in three employees admitted to taking data with them when they quit their job.

The report also revealed generational differences when it comes to cybersecurity culture perceptions. Older employees are four times more likely to have a clear understanding of their company's cybersecurity policies compared to their younger colleagues, and are five times more likely to follow those policies.



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The unexpected consequence of the cost of living crisis hits UK's recycling rate

Nobody wants your dirty recycling, thank you

If you don't wash your recycling, it just gets burned or buried in a big hole in the ground. That's the stark message from a waste collection company that's doing its very best to encourage greater recycling.

According to Divert.co.uk, too much contaminated refuse in a lorry of supposedly 'recycled' waste could mean that the entire load is rejected.

"It's usually because people are too lazy to rinse out jars and containers," says Divert.co.uk spokesperson Mark Hall, "but with the higher cost of living, we think people aren't rinsing them out to save money on their water bills".

What's the problem?

Despite virtually every household and business in the UK having a special bin or bins to put their recycling in, the sad fact is that we're just not very good at it. In fact, the recycling rate for England has stalled at around 44% for the last few years, meaning that more than half of all rubbish still goes to landfill, or sent for 'energy recovery' (the harmless-sounding term for 'setting fire to your rubbish to generate electricity and stacks of CO₂').

And the greatest problem from both domestic and commercial waste is contamination. For paper and cardboard, it means that it can't be recycled if the load is filled with takeaway cartons that still contain pizza crusts and food leftovers. The same goes for recycling plastics. It can't be recycled if it's mixed in with other sorts of waste. And if a lorry-load of paper waste is deemed to be too contaminated for recycling, it gets dumped.

The level for paper waste contamination is very low – about 3% - meaning that

just a few households or businesses throwing food waste in with the cardboard in the belief that "they'll all sort it out at the other end" could mean tonnes of waste heading for the furnace instead.

They can't sort it out at the other end - that's your job!

For plastics and glass it's exactly the same. A quick rinse under the tap could mean the difference between recycling and landfill.

"Contaminated waste means time, effort and money wasted all down the line," says Mark. "And let's not forget the loss of resources that could have been used again".

What's the solution?

The solution, of course, is to take better care of your recycling. But it's not as simple as that.

"Yes, we should all try not to put food waste in your paper recycling, and to wash out containers, but these are difficult times," says Mark. With utility bills going through the roof, many households and businesses are looking to save money wherever they can.

That means those of us on water meters are watching out for every last drop, "And why waste water rinsing out an empty tin, jar or plastic packet?"

Mark suggests dunking your messy recycling in the washing-up water at the end of the wash, or perhaps have a bucket of water outside the back door for just that purpose.

Or - and controversial opinion here - if you can't clean your recyclable goods, then don't. All we ask is that you instead put it in with your general waste where it won't contaminate the recycling for the rest of your street.

"We recognise that people are struggling with just about every aspect of life at the moment," says Mark, "so sometimes we have to think outside the box."

"And if that box is filled with leftover chippy tea, then put it in the rubbish bin, please!"

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news

Wealthy Brits look to flee UK to escape tax hikes

Angela Carey,
Tax Director,
Forbes Dawson



Tax experts Forbes Dawson has claimed recent tax changes are forcing Britain's entrepreneurs to consider moving abroad.

The Altrincham-based firm said the number of enquiries from people looking to escape the UK because of rises in taxes has skyrocketed "fourfold" since the start of the Covid-19 pandemic in 2019.

Forbes Dawson tax director Angela Carey said that countries such as Portugal and Dubai were becoming increasingly popular destinations for UK sun-seeking tax-savers.

"Whereas four or five years ago clients were coming to us asking how best to structure their affairs while remaining as a UK resident, we are now seeing an increasing appetite for advice on how to leave the UK altogether," she said.

"The 1.25% increase in dividend rates on 6 April 2022 could be the straw that broke the camel's back".

She added: "In the case of Portugal, expats can qualify for favourable tax exemption which, if correctly followed, can allow dividends to be extracted from their UK company free of tax.

"The fact that resorts like the Algarve are also nice places to live is the icing on the cake."

In April, the government applied a 1.25% increase to National Insurance (NI) and dividend tax. Employers were also ordered to pay an additional 1.25% employer's NI.

Soaring fuel, energy and rent costs – combined with a swathe of tax hikes – have also led to a surge in inflation. The Bank of England has set the interest rate now at 1.75% - the recent 0.5% increase the biggest for 25 years. Meanwhile, economic challenges such as Brexit and the Covid pandemic two years ago have further added to the UK's financial woes.

Angela said: "We have been approached by several high net worth clients who are curious to explore their options around breaking UK tax residence and moving abroad."

"While this remains a complex area to advise upon, the tax rules have become notably easier to navigate since the introduction of a statutory residence test in 2013".

"Under the new rules, an individual can be assured that so long as they do not exceed a maximum number of permitted days in the UK, they will not be UK resident".

In a further warning to policymakers, Forbes Dawson said that the increase in the UK's corporation tax rate from 19% to 25% from April 2023 could be the "tipping point" for company owners in deciding whether to take the plunge and move overseas.

Maven invests in Salford software business Ideiio

NPIF Maven Equity Finance has invested £2 million in Ideiio, a Salford based cyber security business.

Ideiio specialises in Identity Governance and Administration. Its software enables organisations to manage control of access rights across the entire business and automate key functions such as compliance and audit reporting. The majority of competitor IGA platforms in the market focus on larger enterprise

clients, whereas Ideiio's technology is targeted at the under-served mid-market. It provides a valuable solution which helps its customers increase productivity whilst keeping data secure.

The funding from Maven will help the business enhance its technology platform, drive revenue growth by expanding the sales and marketing team, and further develop its channel partner relationships.

New invoice finance company appoints managing director

Group managing director Andrew Mackenzie,
Lynn-Marie Jameson, managing director
of One Stop Invoice Finance Ltd



East Yorkshire-based One Stop Business Finance (OSBF) is continuing its expansion plans after the launch of a new invoice financing company and a doubling in the size of its team.

Since the SME funding specialist was founded seven years ago, it has

enjoyed sustained profitable growth UK-wide which has provided the platform for OSBF to fund the next stage of its expansion.

And now the new company in the group, One Stop Invoice Finance Limited, will be headed by Lynn-Marie Jameson as managing director.

Lynn-Marie, who has worked in the invoice finance sector for almost two decades, said: "I am delighted to be joining a team of highly experienced professionals at such an exciting time. The opportunity to help shape the future of the business by creating another solution to support SME businesses is one that I relish."

Andrew Mackenzie, the group managing director of One Stop Business Finance, said: "The business has continued to grow rapidly, and we have found an exceptional candidate in Lynn-Marie at an opportune moment."

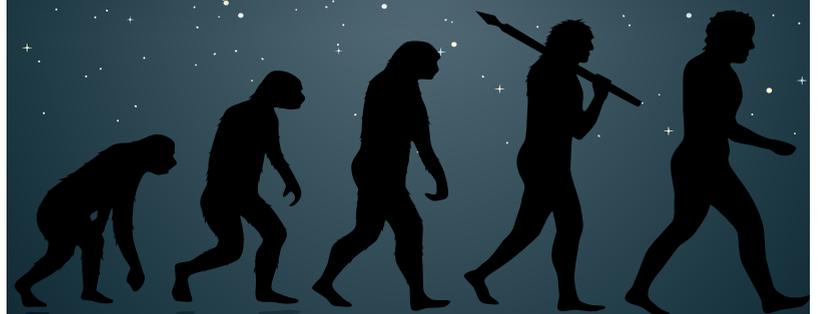
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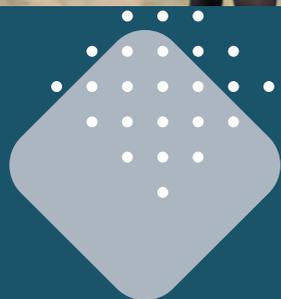
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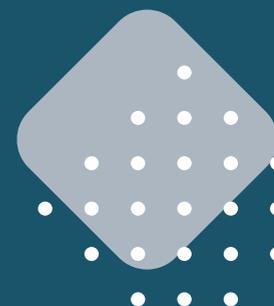
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news

1 in 5 employees can't take time off work due to staff shortages



- A fifth (22%) of the nation's office workers are prevented from taking annual leave when needed due to staff shortages, a new nationwide survey reveals.
- The Annual Leave Allowances study from Just Eat for Business looks at how annual leave impacts work/life balance, and how frequently employees are taking time off.
- While 1 in 5 aren't able to take time off because of resource, a further 26% have their holiday interrupted to assist with staff absences and excessive workloads.
- Will Foster, Professor of Leadership, and Anni Townsend, Leadership Partner, stress the importance of taking annual leave, and reveal the consequences of overworking.

1 in 5 of the nation's office workers are being prevented from taking time off work due to staff shortages and reduced resources meaning their requests are denied, a new survey reveals.

The Annual Leave Allowances survey, from Just Eat for Business, reveals how office workers utilise annual leave allowance, how their employer promotes holiday entitlement, and how time off impacts work-life balance amidst a move towards flexible working.

Despite annual leave being key to employees taking time off work to rest and re-energise, many of the nation's workforce are unable to do so due to staff shortages and demands.

This follows a recent report that found labour shortages were the 'most urgent problem' facing the UK economy right now, with over 1.3 million job vacancies and 900,000 fewer workers today than the Bank of England expected prior to the

pandemic.

Staff shortages came out as the biggest disrupter of annual leave requests, while a further 26% of office workers can't enjoy time off once they are granted it, as they're contacted by employers to help cover unplanned staff absences and excessive workloads.

Furthermore, the majority (60%) of employees feel their employer explicitly discourages them from taking time off work, while 1 in 10 don't feel able to ask for mental health leave.

This lack of time off is concerning, given that the survey also found 44% of employees report feeling burnt out at work, while a third find trying to maintain a healthy work-life balance to be the most stressful aspect of work.

This is despite many organisations advertising flexible working arrangements and generous leave entitlements on job adverts - only then to instil unhealthy working habits in staff.

For Will Foster, Professor of Leadership at Keele University, this isn't acceptable, as he says: *"It's essential that if the 'espoused' values of the organisation include employee wellbeing and restorative breaks, then leaders need to allow that to happen and do more than pay lip service. Management must do the hard work of ensuring the structures, roles, responsibilities and staffing levels align so employees can take a 'true rest' when needed."*

For Anni Townend, Leadership Partner, organisations should at least look to encourage regular breaks during the working week even if extended annual leave isn't manageable. She says: *"Annual leave is an important part of a much bigger picture of looking after our life-work balance and of creating a positive work culture."*

"Increasingly people are realising that there's huge value in taking micro-breaks during the day as part of managing employee wellbeing, as well as longer macro-breaks like annual leave. The danger of not doing so is that we lose our ability to switch-off and to disconnect from work."

1 in 10 Bounce Back Loans in arrears by more than 90 days, £29k owed on average

A Freedom of Information request to the British Business Bank by Purbeck Personal Guarantee Insurance, has uncovered the scale of debt and arrears associated with the Bounce Back Loan Scheme (BBLs).

The findings have been revealed as the Financial Conduct Authority calls on lenders to treat SMEs fairly when recovering debts of up to £25,000 which fall under the consumer credit act.

The data revealed by Purbeck shows that BBLs loans in arrears as of end of June 2022 all exceed this amount, with the average loan of £29,357.

BBLs – 12.4% now in arrears: As at 27th June 2022, 193,377 of BBLs are in some form of arrears. This makes up 12.4% of the total number of BBLs advanced.

In value terms, this equates to £5.7 billion of loans by capital outstanding (12.0%). Notably, 151,587 (9.7%) are in 90+ days arrears with a loan on average of £29,660. The outstanding capital is £4.5 billion.

The first 12 months of fees and interest were paid for by the UK Government. In total £984 million was paid for by the UK Government in respect of interest on BBLs facilities. As a comparison, for CBILs, the average loan in arrears is £164k.

As at 27 June 2022, 1,720 of CBILs are in some form of arrears (0.1%) of the total number of CBILs advanced.

In value terms, this equates to £282 million of loans by capital outstanding (0.6%). The average loan in arrears is £164k. £1.4 billion was paid for by the UK Government in respect of interest on CBILs facilities. An additional £271 million was paid for by the UK Government in arrangement fees paid to lenders.

For the Recovery Loan Scheme (RLS), where 1 in 5 loans are backed by a personal guarantee:

To date, £3.7 billion of RLS facilities have been agreed (18,371 by number) of which, £716 million are supported by Personal Guarantees as part of the security (19%). The average loan balance for Personal Guarantee supported facilities was £538,000

compared to the average loan balance across the scheme in totality of £201,333.

Todd Davison, MD of Purbeck Personal Guarantee Insurance said: *"The ease with which business owners and directors were able to secure bounce back loans, with six years to pay off the debt, no personal guarantees and no fees may have come back to bite the UK Government which is now facing the prospect of close to £5.5bn lost to the scheme in arrears, fees and interest."*

"In contrast, accessing CBILs was more restrictive with lenders permitted to request personal guarantees on loans of £250,000 and over."

"There is little doubt that personal guarantees will remain a core feature of any future loan scheme for small businesses from the UK Government."

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Together announces senior business development hires across the UK



L-R Pall Thorarinnsson, Danielle Potter, Jamie Grimshaw

Specialist lender Together is growing its team across the country, with a series of new senior appointments.

Danielle Potter, Pall Thorarinnsson and Jamie Grimshaw will join the company as Business Development Directors, bolstering the group's regional teams and increasing its footprint across the UK. All three will report to Sean Williams, head of

professional sector at Together.

The group, which has a loan book of over £4.8 billion, provides finance for a wide range of customers from large businesses to individual investors and SMEs, seeking to raise capital or acquire property or land.

Danielle Potter will be working across the Manchester and Cheshire region. She has nine years' experience working in banking, largely across property lending, for Handelsbanken.

Pall Thorarinnsson will be based in London, working to increase Together's footprint across the capital and the South.

Jamie Grimshaw is a certified Chartered Banker with over 23 years' experience in the financial services industry across the North West. In his previous roles, he specialised in corporate and commercial banking for NatWest group.

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construction

Blackburn with Darwen Council has revealed its 'compelling' bids for £40m of Levelling-Up Funding



The local authority has outlined how the first £20m would be used to accelerate the first phase of its £250m masterplan for Blackburn town centre – the largest development of its kind in the North West.

A successful LUF bid would unlock plans for a brand new £60m skills and education campus of national significance with a cluster of university, training and education leaders.

It's part of a proposed Business Innovation District which could contribute £1bn of new economic activity over the next decade.

Its second bid, for a further £20m, would deliver significant transport infrastructure improvements to the south of Blackburn – including upgrading Junction 5 of the M65 motorway.

Both closely link to the Council's ambitious Blackburn Growth Axis plans which have the potential to make the borough one of the most important economic centres in the

North with the opportunity to support 100,000 jobs in the area.

The Axis links to the adjacent Samlesbury Enterprise Zone – soon to be home to the new National Cyber Force HQ – making Blackburn an integral part of the Government's new Northern Cyber Corridor running from Lancaster to Manchester.

It also connects new growth opportunities generated by local business clusters and HQ developments anchored by global companies, including BAE Systems and Blackburn-based EuroGarages and Assystems.

Councillor Phil Riley, the new Leader of Blackburn with Darwen Council, said: "I'm incredibly proud to be fronting these compelling Levelling-Up Fund bids which could be truly transformational for our borough and indeed the whole region.

The £40m would immediately unlock a further £50m of investment and would accelerate our plans for the skills campus by a good five years."

Outline consent granted for remaining phases at £1 billion Middlewood Locks neighbourhood

Scarborough Group International (SGI) has secured outline planning consent from Salford City Council for the development of the remaining plots of land at its 25-acre Middlewood Locks neighbourhood.

Middlewood Locks is a £1 billion regeneration project in Salford, being created over a number of phases. Once complete, it will deliver over 2,000 new homes and circa 900,000 sq ft of commercial space, including a hotel and leisure amenities. Just a stone's throw from Salford Central station and a short walk from Manchester's Spinningfields business district, the development includes substantial public realm within the design, incorporating the attractive waterside setting of the restored Manchester, Bolton and Bury canal.



Nottingham Forest gets £94m development go-ahead

Nottingham Forest Football Club is celebrating the recent decision of the Rushcliffe Borough Council Planning Committee to uphold the recommendation of its Planning Officers that the Club's application for planning permission to redevelop the Main Stand on the City Ground site should be approved.

The decision represents a significant landmark in the journey to redevelop the historic City Ground site and represents the culmination of 3 years of dedicated work by the Club and its advisers.

The Reds' intention to update their ground and increase capacity was first announced in 2019. Work had been due to begin the following summer, with the aim of a 15-month completion, but that was put on hold

due to delays in the planning process.

It has been a long and complex road to get to this point, with promotion to the Premier League only underlining the need to be able to accommodate more fans. But with the nod now given, it is an exciting time on the banks of the Trent.

Forest want to knock down and rebuild the Peter Taylor Stand, increasing it to a capacity of 10,000 seats, up from its current 5,000.

The intention is to complete the rebuilding by the end of the 2023/24 season, with the possibility that the lower tier could be operational first. In total, it is estimated the redevelopment will cost more than £94m. Total capacity at the stadium will then be increased from 30,000 to 35,000.

AMTE Power selects Dundee as preferred site for battery cell factory



Battery cell manufacturer, AMTE Power, has selected Dundee as the preferred site for its first MegaFactory in a boost to the UK's ambitions to produce homegrown battery cells for a net zero society.

The new factory will directly create

up to 215 high skilled on-site jobs and 800 more across the supply chain by producing the high-performance battery cells needed to help electrify vehicles, homes, and industries for the UK's energy transition.

AMTE Power remains one of the only companies in the UK currently producing battery cells and the proposed new site at Dundee's Michelin Scotland Innovation Parc (MSIP) would ensure the business can rapidly scale up to mass manufacturing volumes.

The MegaFactory will complement AMTE Power's existing facility in Thurso, Caithness.

Choosing the right equipment hire partner



Mike Annett, Director of Business Development, WowNow Hire

1995 by Howard Piper in response to increased demand by shopfitters for help in finding the right piece of equipment to work in different and unfamiliar locations.

"The specialist knowledge we were able to apply to many unusual situations marked us as customer-friendly, and through word of mouth and local advertising grew the business to the point of being a one-stop shop for any equipment hire requirement.

"By 2009 we had not only established a solid reputation in supplying the right piece of equipment for the right situation, but we were offering contracts with a 4 hour service commitment.

"In 2015 Howard Piper passed away, but the company he had built had an exceptionally strong leadership team. The boat was quickly steadied, and by 2017 we had a new Managing Director and a new marketing strategy in place."

Business Connect caught up recently with Mike Annett, Director of Business Development for WowNow Hire, for a chat about the business and the customers they support.

Mike - please tell us more about the company?

"WowNow Hire, formerly known as Nationwide Hire, was founded in

Did the pandemic have an effect on the business?

"Covid had an effect right across the sector as it did over the whole of the country. We were resilient and took the opportunity to rebrand and transition the business to WowNow Hire, rolling out the new brand through the end of 2020 into 2021."

Where did the name 'WowNow' come from?

"When we rebranded we wanted a name that stood out, but at the same time portrayed who we are and what we offer. The 'Wow' is exceptional service, and the 'Now' is the delivery of that service with certainty, reliability, ease, and of course speed."

What are your key selling points from a customer's perspective?

"Our principles haven't changed. We offer tailor-made hire solutions that suit all service hire needs.

"We co-ordinate all your hire needs,

end-to-end, with a single point of contact, across your sites over the UK and Ireland.

"Whether it's powered/manual access, plant hire, tool hire, temporary accommodation, power generation, waste disposal and more, we deliver a nationwide service.

"We understand that clients want a fast, reliable service, which is what WowNow Hire can provide, covering a wide range of needs.

"With access to over 5 million hire products, we've got you covered with all the equipment that you need to get the job done"

"We always offer the right tool for the job, sourcing the best equipment, and by tailoring our offerings to your requirements, offer complete flexibility with same day and next day deliveries.

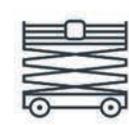
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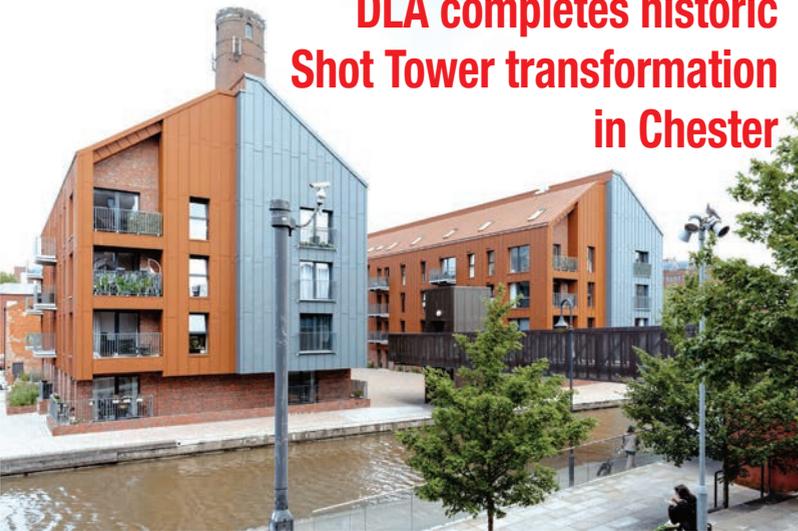
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construction

DLA completes historic Shot Tower transformation in Chester



DLA Architecture has completed works on the redesign of the historic Shot Tower in Chester and handed over the completed scheme.

The site of the prominent landmark building has been transformed into a 72 unit residential-led development by Manchester based developer Whitecroft Group. The significant redevelopment incorporates the restoration of grade II listed industrial heritage buildings together with new-build elements.

The 168 ft tall Shot Tower is located alongside the Shropshire Union canal and in the heart of Chester city centre. It is the only surviving leadworks of its kind, dating back to the 18th century and was one of the earliest lead shot manufacturing sites to utilise the method pioneered in the 1780's by inventor William Watts for British muskets during the Napoleonic Wars. The lead works officially closed in 2001 when lead engineering specialists Calder relocated to Chester West Employment Park.

The site redevelopment has been subject to much scrutiny over its future and conservation. DLA was

asked to design a scheme that would reinstate the Shot Tower as a celebrated Chester landmark and the site as an integral part of the wider regeneration of the city and the Boughton Canalside Conservation Area.

Jonathan Knowles, Director at the Manchester office of DLA Architecture, said, "Our brief was to deliver a high-quality design that was commercially viable and market facing whilst fully recognising and utilising the existing Shot Tower.

"The site has been abandoned for some time and the tower contributed to heavy contamination and as such there were several technical issues to overcome alongside archaeological sensitivities.

"We have worked closely with the team at Whitecroft Group and had positive consultations with local interest groups, local authority planning department and Heritage England to arrive at a scheme that reflects the industrial heritage of the former lead-works using a palette of copper and grey standing seam metal cladding and Cheshire red brick."

Landwood leads fightback against unscrupulous landlords with new service charge consultancy

The experts at Landwood Group are providing a lifeline for commercial tenants with a new team dedicated to exposing unfair service charges.

The Service Charge Consultancy department undertakes forensic investigations to maximise savings and mitigate outgoings for occupiers on either a single property or entire portfolio. Director of Commercial Asset Management at Landwood Group, Anna Main, comments: "Businesses are facing a torrid time of it at the moment. Yet despite this, there remains a number of unscrupulous landlords and agents out there who cynically overcharge tenants for services that in many cases they simply do not require, do not benefit from and are not liable for.

St. Modwen to deliver pioneering all-electric homes on landmark Midlands scheme



St. Modwen, a developer of new communities and high-quality homes, plans to deliver up to 350 new all-electric homes on the historic MG Rover site that was once home to the MINI in Birmingham.

Powered by a dedicated 'smart grid', electricity will be supplied and tracked across a network of homes to ensure this first phase of homes will be 100% gas-free. The innovation is believed to be the first to be used by a major developer as St. Modwen continues to pioneer sustainable new ways to build and power homes. The smart grid design is being developed alongside SNRG, specialists in next generation energy infrastructure.

This latest move follows the launch earlier in 2022 of St. Modwen's first carbon-negative homes, a landmark trial that makes homes so airtight that they can return power to the UK grid.

By using the latest construction techniques and embracing new renewable technologies such as solar panels and heat pumps, the carbon-negative homes are designed to produce more energy than they consume and could reduce a family's total energy bills by 76% when compared with a standard new-build house. Aspects of this trial will be deployed in the new electric homes and in turn across all new developments by St. Modwen as carbon-reducing technology becomes standard.

Rula secures two new occupiers in major expansion phase at Winsford Gateway, Cheshire



Rula Developments has secured two new occupiers at Winsford Gateway, a significant development and employment site at Junction 18 of the M6.

The news follows Rula's appointment to deliver a major expansion plan for the industrial led site on behalf of Build&Thrive, the partnership between Cheshire West and Chester Council and PSP.

Petrol filling station operator, The Kay Group, has acquired a 1.6-acre roadside plot at the entrance to Winsford Gateway. Rula is delivering a facility to include four BP pumps with EV charging points and bespoke HGV facilities to serve the industrial estate operators. The new retail operation will be supplied by Londis and includes a Subway, Greggs, and Costa Express amenity to customers. A car valet service will also be available.

Rula has also secured a deal with self-storage operator, Rent A Space, which is taking 60,000 sq ft of space at Winsford Gateway. Rula will deliver a turnkey solution for Rent A Space.

Kevin Murphy, Director at Rent A Space, said, "We are delighted to have secured such a prominent site within a strategic target location for our business."

Landwood leads fightback against unscrupulous landlords with new service charge consultancy

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The Service Charge Consultancy department undertakes forensic investigations to maximise savings and mitigate outgoings for occupiers on either a single property or entire portfolio. Director of Commercial Asset Management at Landwood Group, Anna Main, comments: "Businesses are facing a torrid time of it at the moment. Yet despite this, there remains a number of unscrupulous landlords and agents out there who cynically overcharge tenants for services that in many cases they simply do not require, do not benefit from and are not liable for.

"It's a tricky and complex area as few tenants have the time, expertise or knowledge to challenge landlords effectively."

"Our new Service Charge Consultancy can potentially save businesses tens of thousands of pounds by undertaking a comprehensive audit of service charges in order to determine whether the monetary demands of landlords fall within the contractual obligations of the tenant's lease."

Landwood Group's dedicated team offers advice on all aspects of service charges, including support through lease drafting, technical due diligence support for all occupiers, and recoverability of costs of major repairs and replacements.

Where errors are detected, Landwood Group will negotiate reductions, refunds or credits of any inappropriate or unreasonable costs.

Anna adds: *"We have found countless examples of landlords abusing the trust of tenants by charging them for items including unnecessary insurance, utility costs, plant maintenance, and reception staff."*

Atom Valley Mayoral Development Zone approved



City-region leaders have approved the creation of the Atom Valley Mayoral Development Zone (MDZ) to facilitate development along a new corridor in North-east Greater Manchester. The area has potential to create around 20,000 new, high-quality jobs in the city-region, 1.6 million square metres of employment space, and 7,000 new low-carbon homes. The MDZ will use similar powers to those granted to Stockport's Mayoral Development Corporation, and will bring together national agencies, local public and private sector partners to guide development and unlock investment.

Once complete, the Atom Valley area will form a hub for innovation in advanced materials, manufacturing, and green technologies, with world-leading facilities and work and training opportunities for local residents.

The newly created Mayoral Development Zone will cover the Northern Gateway in Bury and Rochdale, the Kingsway Business Park in Rochdale, and Stakehill in Rochdale and Oldham, and also connect sites with town centres across North Manchester via the Bee Network of walking and cycling routes; a Metrolink extension to Middleton has also been proposed.

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women in Building on eq

The 22nd of September will mark 'American Business Women's Day' celebrated in the US. Business Connect Magazine has put together a feature in support of women Internationally and across the UK, and would very much like to showcase achievements in championing diversity by British businesses.

In a government report released earlier this year figures showed nearly 40% of UK FTSE 100 board positions are now held by women, comparing to only 12.5% ten years ago, which puts the UK 2nd in international rankings. The features over the next few pages celebrate women and the businesses they represent.

In a sector traditionally dominated by men, the construction industry has been a difficult area to promote diversity at senior management levels. However, Business Connect were very pleased to catch up with Adele Reid, Managing Director of ABC+ Warranty, who offers a vital service to the construction sector:

Adele - please tell us about your journey to become MD of a successful business operating in such a male-dominated sector?

"There was no magic wand or set of processes to follow. It was simply down to hard work - and social media influences just wasn't a thing then.

"I am a determined individual from a working-class background. My 'driver' was to have more than my parents had. They worked a lot of unsociable hours, could never afford a holiday abroad and we didn't eat out.

"My parents worked in factories and had no experience of the building industry, so I didn't really have any role models that worked in construction.

"From the age of 13, I had 3 paper-rounds (that's delivering the morning, evening and weekend newspapers for those 'Y and Z Generations' that look puzzled).

"I have a competitive nature, and so at school I enjoyed competing in many activities. I was naturally sporty, enjoying the ability to achieve and win

at many different disciplines.

"Then whilst studying for my A-Levels, I worked a lot of hours at Deep Pan Pizza as one of the youngest supervisors. When finishing school, my first full-time job was an Insurance Administrator. I enjoyed the buzz of a busy office. I remember the 30 or so senior Managers and Directors who were all male except for one, that was in the 1990s.

"I knew that if I wanted to progress to a Management position, I'd have to work above and beyond the parameters of my job spec to be noticed. This need for winning and achievement helped me purchase my first house after saving for a deposit when I was 18, I simply wanted to be independent and successful.

"After a couple of years, I'd qualified for an Insurance Compliance Officer's position, and at the weekends I'd be wallpapering, tiling my bathroom, painting or digging in the garden. I'd found my passion - houses!

"Before I knew it, I was 23, married, and had a baby, and also with my first barn conversion firmly under my belt! And then moving swiftly on then to a house renovation which I'd bought as an investment whilst working my full-time job.

"My parents live in Yorkshire, so child care was tough, especially

in the school holidays. Our local nursery and Primary school didn't have any aftercare or school holiday clubs, so whilst expecting our second baby, I took professional qualifications in childcare and set up the much-needed after-school and holiday club for the local working families that needed it at the school of High Legh.

"12 months later I'd finished building our next new build eco house - with just enough time to spot the next opportunity!

"With my qualifications in the insurance industry and my experience of property developing, ABC+ Warranty was born!

"After recruiting a team of Chartered Building Surveyors providing inspection services Nationally, our strong office team of property specialists was formed.

"ABC+ has since won several awards for its amazing customer services, and has thousands of satisfied customers each year.

"Yes, construction is a male-dominated environment, but I wouldn't say I have had major challenges in the industry because I'm a woman. The challenges I've had have been business challenges, moving into new offices, growing a trusted team organically, ever-changing FCA regulations, building regulations that constantly change

and competitors who try to copy our ideas, oh and then there was COVID!

"We were amongst the first offices in the UK to be COVID secure so that our client services were not compromised, I wrote the guidance for COVID Safe Office working, a guide for employers which was used by the UK Government.

"I also created the COVID Safe Site Inspection procedure so that critical site inspections of our client's projects were not jeopardised so that our clients could carry on building worry free.

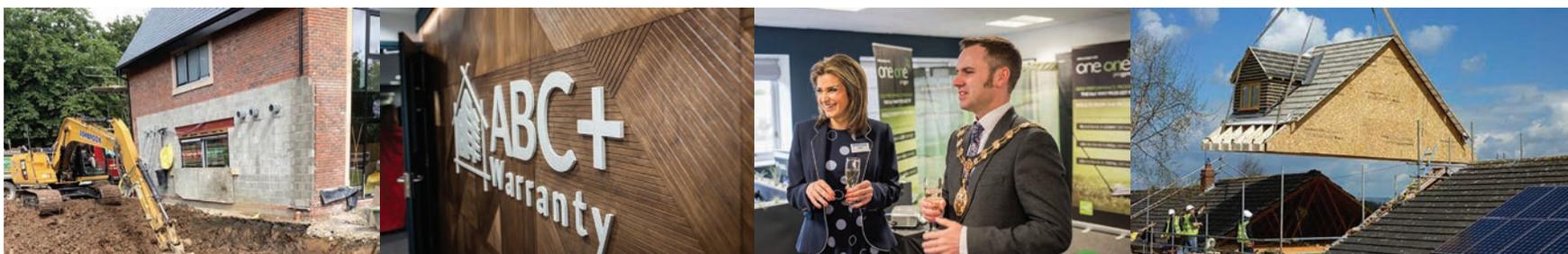
"Of course, there will always be someone who assumes that because I'm a woman I know nothing about construction, but that's water off a duck's back. I wait for the moment that they ask first if I work and then what business I'm in..."

Is the sector changing to become more inclusive for women, or is there a long road ahead?

"The last 10 years has seen a big shift to equality being taught in schools.

"The new generation of young workers don't stereotype, they have no hidden agendas, and they don't discriminate or prejudice. So yes, the construction sector like all sectors is changing for the better. We can already see more young women choosing building surveying and/or property development as a successful career.

"To be successful in business, you must be prepared to step outside of your comfort zone and learn something new,



business quality



Adele Reid,
Managing Director,
ABC+ Warranty



Company Of The Year awards.

"There were hundreds of nominations from across the UK for other successful women in construction, and so I was speechless when I received confirmation that I had been shortlisted in both categories to the top 3 women nominated."

Have you future plans for your business - particularly involving inclusivity?

"I have a great team around me. My hardworking office staff are rewarded for their loyalty and contribution to the business. In fact, one member of staff reached her 10th work anniversary last year with us and others are close behind."

"When recruiting, I look for potential ability, not the finished product. Everyone deserves an opportunity and I believe there is a job out there for everyone."

"I've always invested in upskilling staff, and I have a diverse all-inclusive team who enjoys what they do."

"I don't think anyone is ever a finished product - as an example, I'm starting my insurance degree in a month!"

"I'm not avoiding the question, yes we do have plans for growth and development of the business which I can't divulge at this time (in case our competitors are reading)..."

put yourself forward. For me, that was public speaking.

"I have been speaking and presenting at various construction events around the UK such as the Grand Designs Live shows, the Home Building & Renovating shows and at UK Construction Week for many years."

"With no public speaking experience, it wasn't a walk in the park, but it was important to share my construction knowledge whilst providing critical updates within the Structural Warranty industry, so it was important to get this right."

"I have provided advice and insight to the New Homes Quality Board, which will oversee the New Homes Ombudsman

service. There are lots of industry changes on the way such as the Building Safety Act and major changes to UK building regulations."

What services do ABC+ Warranty offer, and to whom?

"ABC+ provides; road and sewer bonds, insurance-backed guarantees, building control, site insurance, Professional Consultant Certificates and of course, a 10 Year Structural Warranty."

"Our typical clients are property developers and self-builders."

"If you are building a new property or carrying out major structural works or converting a building to

residential accommodation then you will need to appoint someone like us for our services before you start the building works."

"We provide a Quick Quote service in minutes, which offers a great indication of important costs for any project."

I believe you are a finalist for two categories hosted by Design and Build UK for Women in Construction - can you tell us more please?

"I have been nominated by our RICS Principal Surveyor, Jason Burns for Female Business Owner Of The Year and also for Inclusive



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 Women in Business continues on next page

women in Banking



Anne Boden, CEO and Founder, Starling Bank

“Without our inclusive environment our continued growth wouldn't be possible.”



TRUITY WEALTH
MANAGEMENT

Name: **Lyndsey Roll**
Business: **Truity Wealth Management**
Position: **Founder and Director**



“Truity Wealth Management is founded upon two core values - Trust and Integrity. Our clients are at the heart of everything we do. Building long lasting relationships and turning people's dreams into reality through strategic financial advice. It is so important to us that our clients seeking financial guidance and support should feel they can place their absolute trust and faith in our processes. We offer a very personal but professional experience.”

Founder and Director, Lyndsey Roll, brings over 18 years of knowledge and a strong passion for behavioural finance, conventional economics and wealth management. “At Truity Wealth Management we listen and understand an individual's goals and dreams. We offer a bespoke service to help you realise those dreams and help you live the life you want to live - services and advice, investment planning, retirement planning, protection, corporate services and wealth management.”

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truitywealth.co.uk 07533 504 946

business

on diversity



Starling is a UK-based digital bank, disrupting the financial services industry.

Founded in 2014 by Anne Boden, it was granted a banking licence by the Bank of England in July 2016 and launched its first mobile personal current account in May 2017 available as a mobile app for both iOS and Android phones. It launched the UK's first digital business bank account in March 2018.

The Starling Marketplace provides customers with in-app access to a curated selection of third party financial services. Starling also offers groundbreaking B2B banking and payments services.

CEO and Founder Anne Boden said: *"Diversity is at the heart of Starling. We believe that regardless of who you are, it is your knowledge, skills and experience that matter."*

"As a starting point in 2017 we signed the Women in Finance Charter. This is a voluntary commitment by HM Treasury and signatory firms to make financial services a more gender balanced industry."

"When we signed up to the Charter there were 27% of women in senior roles. In 2018 we set a 30% target, which we achieved shortly after. But at Starling we like to push ourselves further, so we increased this goal to 40% by the end of 2021. We have met this target."

"However, more work is needed on all fronts across the financial sector to deliver the commitments in the Women in Finance Charter. This includes tackling the gender pay gap, paying women fairly and supporting women to flourish and thrive so they can access leadership and technical jobs that are valued and highly paid."

"Our gender equality data (as of end of August 2021) - at Starling women make up:

- 43% of our total workforce (1601)
- 39% of our Executive team
- 39% of our Board
- 41% of our senior managers

 Anne's story continues on next page



Name: **Helen Bennett**
Business: **The Business Network**
Position: **Owner and Director**



Helen Bennett is owner of The Business Network, a networking organisation for business owners and directors, with franchisees across England. Having personally run groups for a number of years, Helen then purchased the company, but still hosts the Business Network Manchester group. *"A key role for a Business Network Host is to be a business 'connector', linking companies when the need arises. I feel it is important to remain 'hands-on' and connected, so when I am asked - 'do you know anyone who can help with xy or z,' I am in a position to provide a relevant contact."*

"Across our groups we have some very knowledgeable members who are ideally positioned to be solution-providers, and for any company, having access to a network of experienced and supportive contacts is invaluable. We took the decision to invest heavily in the business during the pandemic - an upgrade to our bespoke event management system and a new integrated website means that we are now perfectly placed to move the business forward."

"As well as hosting a monthly in-person event, we now also offer an on-line event that brings together business leaders from across the London, Exeter and Manchester business communities."

business-network.co.uk 0161 823 1384
helen@business-network.co.uk



Name: **Janine Friston**
Business: **Female Business Network**
Position: **Founder**



Janine is a Mum of 2 and founder of the Female Business Network, which she launched in October 2021. She felt there was a gap between the more corporate networking and really informal meetings. Having hosted local in-person events since 2018, Janine now hosts UK-wide online networking and accountability meetings for female business owners. *"I know how daunting attending networking events can be. Female Business Network events are welcoming, friendly, fun yet still professional. I want our members to support each other, collaborate, grow their business and achieve their goals."*

As Janine advocates, networking doesn't have to be stuffy and obviously about selling. Passion, dedication and an openness to meet new people is networking; To learn, have conversations and challenge yourself is about being a business owner. All these attributes are what the Female Business Network members have. October sees the launch of the Female Business Festival, an event to help women take practical steps in their business. With expert and inspirational speakers as well as the Female Business Network Awards.

femalebusinessnetwork.co.uk
janine@femalebusinessnetwork.co.uk



Continued from
previous page

women in business

What does the future look like for Starling Bank?

"Since our last Charter update we have continued to grow and adapt to the changes brought by the pandemic. We now have more than 2.5 million customer accounts, including over 400,000 business customers, both small and medium size enterprises (SMEs) and sole traders. We hold 6% of the SME banking market.

"Without our inclusive environment our continued growth wouldn't be possible. Equality is good for business and positively affects all of society.

"So, as we enter into a new year we will remain committed to continue to play our part not only through tangible actions but also by leading the sector by example."



Jobwise

Name: **Leanne Finnigan**

Business: **Jobwise Ltd**

Position: **Managing Director**



Jobwise were established in 1979 to provide local businesses with temporary and permanent staff. Managing Director Leanne Finnigan explains: "The business has expanded to cover the whole of the North West with offices in Bolton, Stockport, Liverpool, Warrington and Altrincham.

"Consisting of a near 90% female workforce, we are proud to lead the way for women in the workplace. Offering opportunities for an exciting career, with world class training, the Jobwise vision is of 'A world where everyone loves their job' and this starts with our own team."

Leanne started her Jobwise career at grass roots level in 1993 as an administrator, experiencing every Jobwise role as she rose through the ranks, culminating in her becoming Managing Director in 2009. She has previously been Corporate leader of the year at the Women in Business awards, shortlisted for the She Inspires awards 2022 and won Business Person of the Year at the North West Business Awards 2020/21! Leanne's positive and supportive attitude is infectious, and results in people embracing challenges and creatively overcoming them. This was particularly evident during one of the biggest challenges of a generation - the pandemic.

jobwise.co.uk leanne@jobwise.co.uk
0345 313 7450 / 07968 751 066



Name: **Win Edmondson**

Business: **The Business Network South Manchester**

Position: **Co-Director**



Just over three years ago my husband Simon rang me and said: "We have bought a networking business!"

"We both realised there was an opportunity to grow the group. Although we work together we both have separate roles.

"I look after the back office, bookkeeping and general admin through the month and on the day I am meet and greet.

"Our target was to increase the membership to 100 businesses and we were doing well until Covid hit which some people would have thought would have been a disaster.

"Instead we switched to online, brought in speakers we may not have got had we been face to face and ensured our members knew we were there to talk, help and of course refer business.

"The group has 85 members now and we are so near to our target, we have businesses with 1,000s of staff through to sole director firms and they all know that each one is just as important as each other to us.

"We have now taken over the Chester group and we are looking forward to increasing the numbers there too."

business-network-south-manchester.co.uk
0161 503 5000

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Building value into businesses

Name: **Christiane Hutchinson**

Business: **Biramis Management Partners**

Position: **CEO**



As the Founder of Biramis Management Partners, a multi award winning business, Christiane and her team focus on providing specialist services to increase the value of clients' businesses. Her career in Strategy spans 25 years, working throughout all businesses' growth cycles. Christiane addresses the culminating point of any business strategy: value building to achieve a future state of exit readiness. She found throughout her career that business owners confuse exit strategy with exit date. With over 60% failure rates in exit strategies, she felt she wanted to contribute to creating wealth and capital value for hard working clients. Over time, she developed and evaluated a capital value growth model, and herself and her team have just completed phase one of a software application with university partners, and phase 2 will start in the autumn.

"Making money is vastly different from creating wealth: while the former is transactional and owner focused, the latter is a compound holistic approach: in the process of creating wealth for the owner, it also looks after creating more value for employees, customers, suppliers, providers of finance and society at large. It is about a total connected approach to business, to grow and distribute wealth."

biramis.com christiane.hutchinson@biramis.com
0161 817 8052 / 07497 849757

apprenticeships

World Class Staff, supported by World Class Industry Partners

Salford City College Group is a leading provider of post-16 Further Education in the UK. The College Group employ around 700 members of staff to support a student population of around 10,000 students per year, including full-time students, adult learners, apprentices and Higher Education students. The College has a reputation for excellence and has won several national awards over the last couple of years, including 'Learning Provider of the Year' at the 2021 Learning Awards and 'Student Experience Award – FE/HE' at the 2022 Educate North Awards.

Exceptional people are at the heart of all that the Group achieves. Staff turnover is low, and in the most recent people survey, just over 95% of staff confirmed that they are proud to work within the organisation. Central to the objectives of the College is to ensure all students are provided with the highest-quality learning experience, to ensure they can go on and be successful in Higher Education or make the successful transition into employment, developing strong and lasting careers in their chosen occupations.

The College Group offers a wide-ranging learning provision across various sectors. The vast majority of vocational provision across the Group is aligned to key economic sectors within Greater Manchester, ensuring that we are developing skills, knowledge and competencies in sectors that are key to the local area, where our students can find employment and benefit from long and successful careers.

Ensuring we have the best people across the Group, in not only teaching, training and assessing students, we also provide vital services, such as learning support, pastoral care, finance and marketing is vital. We have to ensure our people are not only outstanding practitioners in post-16 education, but we also have to ensure they are outstanding in their specific and specialist occupational areas – 'dual professionals' as we call them.



The Apprenticeship Recruitment Team with Guy Walker, CEO of Talenta Group

Industry Development Days

To maintain this 'dual professional' status while ensuring our people are current and at the forefront of developments within their chosen occupational specialisms, it is vital we give them significant time and exposure to their sectors to enable them to develop and learn.

Relationships with industry are essential for our students too, and in turn, the more strategically we work with our industry partners, the better experience our students receive.

Over the last two weeks, colleagues across the Group have been spending time with industry partners, exploring their industries and sectors to keep their knowledge current and aligned to



The Marketing Team visit NB Colour Print

the development and trends. Over 180 staff committed to a collective duration of over 900 hours in industry.

Over 100 different organisations have allowed our staff to spend time with them, recognising that by helping to develop our staff, we can ensure our students are better prepared for their future, and better prepared for the key economic sectors within Greater Manchester and further afield.

These industry days are just a small element of our wider industry partners strategy, which ensures we as a College Group are working strategically with local and regional employers.

Supporting our annual skills strategy cycle, industry partners

have recently participated in our annual Employer Curriculum Boards, placing employers at the heart of our curriculum planning for the year to come.

Allan Milne, Director of Apprenticeships & Employer Engagement at Salford City College Group, commented:

"It has been fantastic to see so many colleagues benefit from time in industry this year. Following Covid, we wanted to ensure colleagues across the Group picked up the mantle again; they did this in huge numbers, and feedback has been very positive."

"We have already had feedback on a number of key curriculum improvements colleagues across the Group are going to make following input and discussions with employers whilst in industry. The impact for our students will be a better-quality education, aligned to the needs of the employers they will hopefully end up working for one day."

To learn more about becoming an Industry Partner of Salford City College Group, email industrypartners@salfordcc.ac.uk or call **0161 631 5555**

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telecoms

Connecting Liverpool to a hi

Connectivity has become a defining feature for any modern professional business, and any business looking to engage in any marketplace nowadays needs to make sure they're investing in the fastest, most reliable systems to do so.

Business Connect caught up with Andy Thompson, Managing Director of Nxcoms, specialists in next generation business communications, to find out a little more about his business and the current options available for businesses:

Andy – tell us about how and why you set up Nxcoms?

"We are actually celebrating our first 5 years since starting in 2017. We held the view that the world of telecommunications was going through a massive and sudden change at this time. Everything was moving to cloud and internet options, and it was this new technology that we wished to introduce to our customers. We were keen to offer a 'hassle-free' service for businesses



Andy Thompson,
Managing Director,
Nxcoms

across many different sectors, helping them to adopt this technology without the need for any specific technical expertise.

"My background previous to this was 15 years in the IT and telecoms sectors, and during this time I could see the changes unfolding at a rapidly increasing pace. It's an exciting industry to be in, fast moving tech and constantly improving methods offering businesses so many options. Our task is to understand the needs of those businesses and offer an ongoing partnership with them ensuring developing technology is always adopted quickly and efficiently."

Tell us about the services Nxcoms provide?

"Essentially everything needed to connect your business with your clients, suppliers and your own team. Telephone systems and services are our core products. However, we are doing more and more connectivity now in terms of broadband and full fibre internet, leased lines, and also mobile connectivity has become very popular – this includes data connections across a mobile network as well as a physical landline.

"We also offer hosted cloud-based desktop and server options. If a customer wanted to create a virtual working environment we'd offer that as a service using a hosted platform."

How would you describe your perfect client?

"The best type of client for us would be a business requiring flexibility and a need for quick, responsive support. For example, serviced offices containing multiple users and multiple tenants, or businesses moving in or moving out of a building. Call centres would definitely be on our list.

"Any business with connectivity issues, for example at remote sites. Construction and Security companies where traditional broadband might not be established and internet coverage is required. One of our biggest passions is to help businesses with slow or unreliable broadband to connect using different alternative methods."

You are currently partnering with LCR Connect. Can you explain in more detail?

"LCR Connect is an initiative by Liverpool City Region and the Regional Mayor's Office to provide gigabit capable internet access across the all the boroughs of Liverpool. The scheme offers a network of fibre-optic cables directly into businesses, providing all businesses across the region access to gigabit connectivity."

What sort of costs and timescales are involved with the scheme?

"The work is well underway and is due to be finished by the end of 2022 and early 2023. The £30m joint venture involving Liverpool City

Region consists of 212km of fibre optic cable and the first sections including Liverpool City Centre and Daresbury Science Park have now gone live. Once an area goes live, it's simply a task of connecting a business within that area to the existing network. This vastly reduces any business installation costs within that area, and it also offers an ongoing saving in usage costs.

"This is where Nxcoms comes in as an approved partner for the scheme. Our job is to work with the end user businesses accessing the connectivity, and offering a value-added range of support options to ensure businesses take full advantage of the available infrastructure.

"We would oversee the installation, supply the equipment and provide ongoing support working in partnership with the business. Essentially the customer would come to us and we would provide a complete service from start to finish."

Looking to the future – what are your plans as a business?

"At the moment fibre connectivity is a big growth area across the country, with full support from the government. I believe the targets are 85% coverage by 2025. This includes plans to switch off the old copper-based phone lines by 2025, which would also include traditional-based broadband services. Essentially these services would





businesses towards speed future

simply cease to exist and businesses would need to move to the newer full fibre products.

“Over the next few years we are concentrating our efforts in helping businesses adapt to the future, specifically ending their reliance on old copper-based connectivity in favour of the speed and reliability of new fibre-based gigabit connectivity.

“Making this change will bring instant cost savings to many businesses, as well as helping them run far more efficiently. In the case of businesses situated across the Liverpool city region, the costs for connecting to the new fibre network have already been absorbed by the region, making joining the infrastructure a simple, cost-effective and speedy process.”

Are you just looking to help businesses across the Liverpool region?

“We’re authorised partners with LCR Connect, but we’ve also got arrangements in place to help businesses across many more regions. The task of bringing gigabit fibre connectivity to businesses is a directive affecting the whole of the UK, with government support covering the entire country.

“Nxcoms are helping businesses in Manchester, across Lancashire,



West Midlands and London, with plans for many other cities and city regions across the UK.”

Would you say it’s prudent for businesses to act now rather than leave to the last minute and risk losing services?

“As soon as the gigabit fibre infrastructure is made available, I’d advise businesses to switch straightaway. Not only will they benefit instantly from faster speeds, with a subsequent rise in business productivity, but areas like remote working can be handled more efficiently – particularly after our experiences over the last few years forcing working from home.

“There is also the reliability factor to consider too. Gigabit fibre connectivity is immensely more reliable than services accessed through copper lines. Businesses need to rely on internet and emails, and any disruption or slowing of service can have an ongoing detrimental effect on not just productivity, but employee wellbeing.

“There’s also account management, CRM systems, remote conference calling. Connectivity is key, and also having the right speeds to comfortably accommodate all these services is crucial.

“When you look at many current services provided through copper cables, the difference in speed between a Gigabit connection is vastly different. Most copper-based speeds are measured in less than 80Mb/sec, with some as poor as 10Mb/sec, whereas Gigabit speeds offer up to 1,000Mb/sec.”

We have been looking at your partnership with LCR Connect and the services provided for businesses to access a newly built gigabit fibre infrastructure. What can you offer for businesses who can’t take advantage of these networks?

“Our philosophy has been right from day one to be able to provide our customers with a solution to enable them to work on any device, anywhere at any time.

“Remote working has always been part of what we do, and even before the pandemic we were ensuring solutions were available for flexible, or hybrid as it has become known, working practices.”

How robust are the new gigabit fibre networks. Would they need replacing in the future in order to accommodate faster speeds and increased traffic?

“The speeds we are seeing now are gigabit and 10 gigabit, and it won’t be long until we see 100 gigabit speeds.

“The very nature of fibre-optic cables are that those speeds can be handled easily. There’s probably not going to be any need to upgrade any new cabling in the ground for the next hundred years or so.”

Are there different services available?

“There are two different services that can be accessed – a contended service or an uncontended service. With a contended service you pay less to get an ultra-fast and reliable access to the gigabit fibre network, but as soon as more customers start downloading or uploading a lot of information all at once, then the bandwidth is shared across them. This may not be a problem for a small business, but larger businesses, or those who need to move larger amounts of data, may experience a slowing down of services.

“The solution is an uncontended service, which gives businesses a guarantee that the speed they pay for is the speed they get, irrespective of how many colleagues are accessing the network, at any time, day or night. But of course, for that kind of premium service you do have to pay a little more.”



For more information on the work across Liverpool City Region with LCR Connect: nxcoms.co.uk/lcrconnect
 Find out more – contact Nxcoms:
0161 711 1100 info@nxcoms.co.uk nxcoms.co.uk

£5,000 Innovation Vouchers for Greater Manchester SMEs

Get the funding you need to access expert support to help your business innovate, develop and grow.

Innovation Vouchers enable small and medium-sized enterprises (SMEs) in Greater Manchester to apply for up to £5,000 funding to access expertise, research and specialist facilities to accelerate the development of innovative products and services.

The kind of activities the vouchers can be used to fund include:



Product design



Consultancy



**Access to facilities
and equipment**



**Research and
development**



**Knowledge
transfer**

To check your eligibility in this scheme, contact the Innovation Team at **GC Business Growth Hub** at bgh@growthco.uk or **0161 359 3050**.

innovation

Introducing GC Business Growth Hub's Innovation Vouchers



Dharma Nurse

Dharma Nurse, Senior Innovation Development Manager at the Growth Company, spoke to Business Connect about the initiative.

What are Innovation Vouchers?

"The Innovation Vouchers allow small and medium-sized enterprises (SMEs) in Greater Manchester to apply for up to £5,000 worth of funding to access expertise, research and specialist facilities to accelerate the development of new products, services or processes."

What kind of activity can the vouchers be used for?

"The kinds of activities the vouchers can be used to fund include:

- Access to facilities and equipment
- Product design
- Research and development
- Knowledge transfer
- Consultancy

Do I have to meet certain eligibility criteria?

"Yes, the scheme does have eligibility and suitability criteria which you will have to meet. Firstly, you must be an established SME based within one of ten local authorities of Greater Manchester. Secondly, the product, service or process which you are putting forward must either be new to the market or new to your business.

"When reviewing your application, we will also look at other factors such as whether your innovation will help to create any new jobs in your local area. All applicants will be assessed on a case-by-case basis to determine your eligibility for the scheme."

Are the vouchers free to access?

"Successful applicants must match the value of the Innovation Vouchers with a £1 contribution for every £1 received. For example, businesses applying for the maximum voucher of £5,000 will be required to contribute £5,000 (and the full VAT cost). The minimum contribution from businesses is £3,000."

How will the Innovation Vouchers benefit my business?

"In addition to helping you quickly take your innovation to market, the vouchers also give organisations the opportunity to develop a long-term partnership with a university or recognised research institution (which is typically not-for-profit), enabling knowledge transfer from academic staff to your business.

"Here at GC Business Growth Hub, we have a team of ten business advisors who work closely with our partner institutions. We will do all the legwork to facilitate the introduction between your business and the university or research partner, matching you to the right project and academic expertise based on the specific needs and ambitions of your company."

Which university or research organisation could I be matched to?

"The university or research organisation that your business will be matched to depends wholly on the knowledge or expertise you require. We have links with many universities and not-for-profit research organisations right across the UK. Given our heritage in Greater Manchester, we work closely with the city-region's world-class universities: The University of Manchester, Manchester Metropolitan University, The University of Salford and the University of Bolton and the Science and Technology Facilities Council campus based in Daresbury. However, we will facilitate introductions and connections to academics and experts in the relevant fields, regardless of their locality, to help your business develop long-term partnerships that benefit your organisation's vision and ambition."

Why is innovation important?

"Innovation is vitally important for small and medium-sized businesses.

It leads to stronger turnover performance, better productivity and a higher level of competitiveness. The pace of innovation for SMEs in Greater Manchester has also never been faster, with huge sums of money spent on developing products and services every year. Businesses can often feel under pressure to increase investment into innovation – even when they are claiming R&D tax incentives – so the Innovation Vouchers scheme is a fantastic solution."

What kind of businesses have already benefitted from the initiative?

"We've already had a wide range of businesses who've been successful in receiving funding through the Innovation Vouchers scheme, in sectors such as manufacturing, health and wellness and environmental services. It's great that we've helped such a cross-section of different organisations, and myself and the team are looking forward to supporting many more over the coming months."

How can I apply?

"The application process is really quick and easy. Simply fill out the online form at businessgrowthhub.com/innovation/services/funding and one of the GC Business Growth Hub team will be in touch.

"We review all applications in-house, so we aim to give you a decision on your eligibility very quickly. We look forward to hearing from you!"

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

exporting

When I find myself

If you are listening to the news headlines you would probably believe that all there is are troubles everywhere round the world.

Ukraine, Russia, China, Taiwan, France, Dover, gas prices, wheat, inflation, battles over the direction of the country, Northern Ireland, Brexit. Heading for recession here, USA, EU, China slowing down, the euro hitting parity with the dollar.

Some companies are onshoring production, interest rates are rising. This all raises major questions about international trading - and exporting.

What does it mean for ordinary business people?

Do you retrench? Expand?

So, first things first. Many people

make profits and grow their businesses during recessions. How? By understanding what is going on and carefully managing risk.

It could be that you need to make adjustments to your business, but you should be doing that anyway.

And it certainly means that you should be considering new markets for your products and services.

What makes them special, what does your business do better than others? What markets do you sell into? What are the characteristics of those markets? Where are there similar markets?

It sounds glib to say, but there are markets all over the world crying out for British products and services.

The UK is the second biggest exporter of services in the world, after the USA and 9th biggest manufacturer. Exports to the EU have been hitting record levels, and whilst energy products have made a major contribution, trade is still going on.

The UK has been putting in place trade deals around the world. Whilst many are rollover deals from the EU versions, there are several that are taking us much further than previously, especially in the area of services.

There are also 20+ agreements with individual states in the USA and of course there is the prospect of the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) which will

significantly add to our list of trade agreement opportunities.

However, and I cannot emphasise this enough, for many businesses and industries there do not have to be trade deals in order to trade with countries, and to trade in markets within those countries.

To give the simplest of examples:

The USA is by far the UK's largest export market and there is no free trade agreement between the

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United Kingdom and the United States of America.

There is perhaps a greater tie; they are both parts of the Anglosphere. That also applies to the Commonwealth, a group of 56 nations that share many common features. There are already free trade agreements with two of the largest economies in the Commonwealth, Australia and Canada, which are both also part of the CPTTP.

So a pattern starts to emerge, friendly countries with many commonalities that

provide a basis for ready trading partners. But the opportunities go way beyond the Commonwealth, the Anglosphere and the EU.

The Gulf has been a great market for years; trade with the 7 countries of North Africa has been increasing with Morocco becoming a far more significant supplier of food since we left the strictures of the EU.

I wrote recently about the opportunities that Africa presents. With all that said, sales are not

made to countries, they are made to customers who are in markets within those countries.

So the starting point on the export trail is to find those markets and customers with similarities to your existing marketplace, and then start exporting. After all exporting is just selling.

So the real starting point is to come up with a plan and put it into action; as John and Paul said: let it be.



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



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out & about



THE SAFFRON GROUP

BRINGING IT TOGETHER

Business Connect Magazine were very pleased to attend a very lively networking event at the end of June.

We were delighted to be invited firstly to a wonderful meal at Stanley House in Blackburn, where we were treated some fine Indian cuisine.

Sponsored by Sprouto and Nybble, the event was a fantastic opportunity to meet over 100 guests representing many other local businesses, and a chance to network in a great atmosphere provided by the team and top class facilities at Stanley House.



We spoke to Bipin Patel, from Guide Security, one of the founder members of the group who said:

"The Saffron Group are a group of local businesses who have come together to better serve the needs of the local business community

and the local community and who share a real passion to support each other across the region.

"We have hosted a number of

successful corporate evenings and social events, to get to know, like and trust each other better and build better relationships."

To find out more contact **Bipin Patel** by email bipin.patel@guidesecurity.co.uk or text Bipin on **07973 168857**

BUSINESS CATALYST CLUB

Business Connect attended the July 2022 Manchester Business Catalyst Club Lunch and caught up with MD Graham Shiers.

Graham – how are things going with the Business Catalyst Club? We were also at the last Leeds Lunch and the numbers were incredible.

"We average between 130 and 150 attendees in Leeds and the Manchester numbers are growing fast."

So, what makes the BCC Lunches so popular?

"It's the quality of the room. Our invitation-only "dealmaker" events are aimed at decision makers, entrepreneurs and investors, focusing on building relationships rather than selling.

"Also, we're so much more than just networking. At each Lunch we provide a platform for companies seeking private investment to pitch, plus we highlight a number of opportunities and deals that come



across our desk. And the food is great!"

And the Charity Draw?

"Charity is an important part of my life and the BCC Lunches are a way of allowing us to pay something back into the community.

"Each lunch features a charity draw, with guests asked to make a voluntary donation on arrival and the collection donated in full to a charity nominated by the winner of the draw. To date this year, the draw has raised £2,995."

When are the next events?

"We hold 4 events in both Manchester and Leeds. The next Leeds lunch is on 15 September and is already virtually sold out. The next Manchester Business Catalyst Club lunch is on Thursday 20 October."



L-R Ian Perton, FM North Co-founder and Director CSS Facilities, Mike Annett of WowNow Hire and Paul Mirage

FM NORTH

Over 100 professionals from the Facilities, Cleaning and Construction sector gathered in Manchester at the end of July for the Annual Summer Party hosted by FM North.

Now in its seventh year, FM North has consistently grown in numbers and has become the must-attend networking event for both established professionals in the industry as well as those new to the world of FM and cleaning.

Established and organised by hosts Ian Perton, Director at CSS Facilities Services Ltd, and Daniel Cross, UK Marketing Manager for Tennant Company, the FM North Summer Party was kindly sponsored by The Cleaning and Support Services Association, along with commercial hire company Wow Now Hire Ltd, and national multi-sector recruitment

agency Detail2Recruitment.

In October the FM North group will once again be exhibiting at Healthcare Estates (4 & 5 October) and Education Estates (18 & 19 October) at Manchester Central.

FM North is a free to attend networking event taking place on the 4th Wednesday of each month and updates are regularly posted on the group's LinkedIn page.



L-R Zeeshan Kiani and Simon Barlow of Detail2Recruitment

Join the FM North LinkedIn group [linkedin.com/groups/8348707/](https://www.linkedin.com/groups/8348707/) or contact danny.cross@tennantco.com

The lunches are invitation only. For more information visit www.BusinessCatalystClub.co.uk or alternatively contact Graham for a chat on **07818 675310** or email graham@BusinessCatalystClub.co.uk

finance

How can UK businesses tackle the energy crisis?



In breaking news on the morning of 21 July 2022, Moscow restarted their gas supply to Europe via the Nord Stream 1 pipeline at a reduced capacity, having been shut for works since 11 July, at which point many industry experts feared a partial return would be inevitable.

Added to the fact that UK inflation jumped to 9.4% in the same week, and the country on the verge of a recession, we've been asked the question - **how can UK businesses tackle the energy crisis?**

LWA have collaborated with award-winning Connected Purchasing platform - Reducer - with whom we are a Gold certified partner, to provide businesses with some useful tips on tackling the energy crisis.

Energy prices are reaching record rates in the UK

An increase in global demand, together with supply shortages not helped by the Russia-Ukraine war, means that wholesale energy prices have surged.

Businesses in the UK are facing bills up to five times the former market

rate, further straining those that were already severely impacted by COVID-19, and analysts are expecting a second record surge still to come in 2022.

Domestic v Business utilities

Should businesses be listening to the advice in the news and from consumer money comparison websites which talk about being on variable contracts for energy supply?

The short answer is no.

This is because the advice being given around domestic energy supply is very specific and takes into consideration things like the consumer price cap and the regulated market.

However, the business energy market isn't regulated, and to stay on variable rates will be costly.

A lack of protection and business closures

With a lack of legislation in the B2B market, businesses are being left feeling the full force of price shifts. Sadly, an estimated 30% of businesses have remained closed to

avoid these price increases.

Furthermore, staggering wholesale prices are forcing suppliers as big as Bulb to enter administration or go bust, causing increased market uncertainty. Businesses under these suppliers will automatically be switched to another supplier - and placed on high, out-of-contract rates.

Make the most of tax reliefs

High energy usage businesses, such as steel and paper manufacturers, are set to receive further support for electricity costs as the UK government has confirmed details of the Energy Intensive Industries (EII) compensation scheme. **The scheme will be extended for a further 3 years** and its budget will be more than doubled.

The scheme provides businesses with relief for the costs of the UK Emissions Trading Scheme (ETS) and Carbon Price Support mechanism in their electricity bills, recognising that UK industrial electricity prices are higher than those of other countries.

The scheme will now also provide support for companies that manufacture batteries for electric vehicles.

How can Reducer help my business?

Find out where you are overspending

Reducer will analyse your spend history to discover whether you are overspending on your bills, both in energy and in other areas. Reducer gathers all the information it needs by connecting to your Xero or QuickBooks account.

Switch to suppliers suited to your needs

Businesses should seek out contracts

that offer more security for the future.

Reducer creates bespoke purchasing recommendations for your business - all you need to do is choose which switches you'd like to take, and Reducer will handle the rest.

Be notified of changes in the market

You'll stay up to date with both your current contracts as well as changes in the market. Your dedicated Reducer account manager will be on hand to guide you on any of your current or future core purchase decisions.

Contact us for further support

To learn more about Reducer and how it could positively impact your expenditure on energy bills, contact LWA's inhouse accountancy software expert, Matt Jones on

0161 905 1801

or by email to

matt@lwaltd.com.

If you have a specific question about the tax reliefs available to help with your energy costs, please contact our tax team in Manchester on

0161 905 1801

or in Warrington on

01925 830 830



Les Leavitt

Leavitt Walmsley Associates
Chartered Certified Accountants

www.lwaltd.com

digital marketing

Creating a marketing funnel



Whether you're a brick-and-mortar business or a strictly online store, if you don't have a sales funnel, you're losing out more business than you think.

While they may seem complex, the easiest way to handle marketing funnels is by breaking them down into 3 stages, namely:

- Top of the funnel (TOFU)
- Middle of the funnel (MOFU)
- Bottom of the funnel (BOFU)

Let's take a quick look at each stage in some more detail.

Top of the Funnel (TOFU)

This is the beginning of your funnel - the stage where potential customers aren't aware of your product or services.

In this stage, your main goal is to dedicate your efforts to growing your audience by putting yourself in front of as many people as possible.

There are a lot of ways you can do it. Things like:

- Writing blogs on topics your target audience is interested in
- Social media ads
- Shoutouts
- PPC ads

These are just a few ways you can create an offering that grabs attention, and you can always remember your TOFU objective like this:

Educate, inspire, and entertain.

Middle of the Funnel (MOFU)

The middle of your funnel is the stage where your target audience has some awareness of your brand and is beginning to show an interest in it. If all goes well, they'll be on your webpage because your efforts at the top of your funnel have been successful.

In the MOFU stage, your job is to give your audience so much value that they're willing to sign up for your newsletter.

Once you've gotten their emails, you can begin sending them things such as:

- Ebooks
- Webinars
- Free trials
- Cheat sheets

Your goal here is to raise a target customer's interest in your business - the key to preparing them for the next stage of your marketing funnel.

Bottom of the Funnel (BOFU)

This is the last stage of your funnel and the one where your customer is ready to spend money on your offerings.

Your job in this stage is to present your product or service to inspire your audience to make a purchase.

In order to sweeten the deal, you can look at things like:

- Limited-time specials
- Success stories
- Free offerings

Once you've done that, you should have given your customer enough confidence to pull the trigger and make a purchase.

Once that's done? You've got yourself a sales conversion, and a successful journey down the funnel.

Some Notes

Keep in mind that, in many cases, your client's journey won't be straightforward.

Many customers may look at your website, and take a few days to decide. Sometimes, they'll go back to the top and require a reminder that you're there to come back to make a purchase.

Ultimately, the marketing funnel isn't a guaranteed success, and you'll have some customers drop off. But don't let that discourage you - it's part of building up a loyal following of people who are genuinely invested in you and your business, and you'll find more long-lasting success.

And, while you can use this as a (really good) outline for your growing business, it's also important to keep in mind that there are many things that'll ultimately influence how you reach your target audience.

If you're a B2B business, for example, the best course of action would be to focus on reaching out to potential clients on platforms like LinkedIn and

Twitter, while B2C businesses should focus their efforts more on platforms like Facebook and Instagram.

Additionally, your email sequences for B2B and B2C will differ, as will your landing page design.

These are just a few things to keep in mind when it comes to building a solid foundation for your business offering and creating a solid funnel.

While it's both a science and an art, marketing requires trial and error, and the best thing you could do when creating your funnel and getting it going is to test the journey out with some friends to see how they experience it.

If you're still struggling, or unsure about how to get it going, why not contact us?

Our team deals in all things digital marketing, and our specialists can put together a funnel that'll show you conversions like you've never seen.

Cheers for now,

Henri Scott



Henri Scott

KlickSense

[klicksense.com](https://www.klicksense.com)



esg goals



How to achieve your ESG goals through cloud computing



Late last year, COP26 saw world leaders commit to new environmental pledges designed to keep global temperature rises below 1.5°C.

Businesses are now considering how they can be instrumental in achieving these targets.

At Nybble, we understand the importance of developing solutions that consider our environment. This is one of the many reasons we strive to set our customers up with cloud computing solutions.

Nybble can help your company reach your ESG (Environment, Social and Governance) goals to reduce your carbon footprint, whilst also maximising your productivity through cloud computing solutions.

What is cloud computing?

Cloud computing is the delivery of computing services including servers, storage, databases, networking, software, analytics, and intelligence - over the Internet.

Cloud computing allows organisations to convert large upfront capital costs into small manageable operating costs. This ensures you have convenient, on-demand network access to a broad pool of shared resources.

The benefits of cloud services

- Shorten IT purchasing and IT upgrade cycles.
- Increase scalability.
- Allows almost instantaneous change.
- Promotes innovation and collaboration.

- Frees-up physical space, and resources.
- Connects and enables anytime, anywhere operations.

How can this reduce your carbon footprint?

Whilst there are many clear benefits that cloud computing is the most optimal route for your business to follow, it also helps to reduce your carbon footprint as we work together in a quest to become net zero and do our bit to help save the planet.

Environmental benefits of cloud computing

- Reduces energy consumption.
- Powered by renewable energy.
- Reduces greenhouse gases.
- Creates dematerialisation.
- Better allocation of resources.

The first way that cloud computing helps to reduce carbon emissions is that it reduces the amount of energy your IT systems consume. It is estimated that the average cloud data centre uses 50% less electricity than on-premises hosting. Not only is this beneficial for your business and the environment right now, it is also a figure that is rising, ensuring your data centre is becoming more eco-friendly, whilst saving you costs, year upon year.

When setting up a private data centre, companies often have a low utilisation rate, as equipment has been purchased and set up in anticipation of usage spikes on the server. With cloud hosting, this is not a problem, as cloud computing consolidates machine use to operate servers at high utilisation rates, meaning that you only use what is demanded from your server, therefore increasing efficiency, and further saving electricity.

Another way that cloud computing can help your business reduce its carbon footprint and strike towards our goal of becoming net zero is

through regular cost efficient and more environmentally friendly upgrades. An on-premises, traditional data centre tends to be used for long periods of time before being upgraded or replaced, although when this upgrade does come, it can come at a very large cost for the business, whilst also utilising large amounts of power. Adapting to cloud computing results in regular updates at a much cheaper cost, ensuring that you always have the most up-to-date technology available, whilst also saving costs for your business without having to conduct large installations each time.

As well as saving money through updates of servers, regularly updating your infrastructure through cloud computing will ensure that you stay up to date with the continuous cloud computing energy storage updates.

This consequently means that your business infrastructure will be industry leading in how efficiently you are able to operate whilst saving large amounts of electricity, therefore ensuring you are cutting your electricity costs and reducing carbon emissions.

How Can Nybble Help?

Our expert cloud consultants offer impartial, practical and useful advice to help you understand the world of cloud IT and how it can best help your business utilise cloud technologies.

Through our cloud services or cloud solutions, we have assisted many UK businesses on their quest to improve their technology, decrease costs and reduce carbon emissions. This has been achieved by Nybble across numerous sectors:

- Education sector (from primary schools to colleges).
- Independent and local charities.
- New start-up businesses.
- Nationwide motor dealership franchises.
- Hoteliers.
- Asset finance sector.
- Sports teams.
- ...and many more.

Contact Nybble and find out how we work with you and your organisation to achieve your ESG goals.

Call **0330 002 0886** or email **enquiries@nybble.co.uk** today.



Ram Gupta
Nybble
nybble.co.uk

Find out more about our Cloud IT Services:



phone **0330 002 0886**
email **enquiries@nybble.co.uk**
nybble.co.uk






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- **MANAGED IT SOLUTIONS**
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wellbeing

When you have no successes to report



How do you measure success?

Do you see it as winning big contracts, promotions and pay rises, awards and effusive letters of appreciation or are you happy with a simple 'thank you', knowing that you've done a good job? Or maybe more free time is your vision of success.

It's easy to lose sight of the fact that some people measure success as simply getting out of bed, washed and dressed in the morning.

Yes, medals, certificates and accolades are all well and good but moving from a low point towards a successful end result can require real courage and tenacity.

Indeed, not every day can be a massive success and not every day witnesses great achievements and newsworthy outcomes. So, what about those times when there are no successes to report, no great reasons to celebrate?

Let's first consider the people who are built for success, those people who've made and lost millions, sometimes several times over.

They know about success and understand the drive and vision needed, the tools required to grow, thrive and excel, how to view setbacks as learning points. They have the tenacity and resilience to see beyond challenges, rarely considering failure an option.

These people recognise opportunities to be flexible and reevaluate the big picture, ready, if necessary to take a detour along another route.

They have the mindset and determination to see beyond any hurdles, and are able to apply that focus over and over again.

It's important to reflect that the time spent identifying and growing the skills required to succeed is in itself a significant investment in any eventual achievement.

Turning up is the first positive action, demonstrating that you're ready and willing to learn and persevere. So, making that phone call, sending that email, attending that networking event are all important foundations on which to build.

Think about baking a cake. There are many tasks required before the reward of a beautiful confection arrives; shopping for ingredients, ensuring you have the necessary kit, knowing what to do, the recipe, how long to bake it for all adds to the end result of a delicious cake, and all are mini-successes in their own right.

Being disciplined sets in place good habits. And even a disastrous result can teach us how to do things differently. After this past year of perhaps scarcely leaving the house, being locked down with little work, money and an equally stressed partner or children, success may be about simply turning up with a smile, briefed and ready to go. Mutual support, empathy and understanding are especially important at this time, along with gentle encouragement.

Success often includes learning new methods and skills, being flexible, adaptive, a team player when necessary, being receptive to different ideas, prepared to delegate when others have more time or expertise. Plus, self-care, attention to quality sleep, eating, breaks, exercise, needs to factor in too. Doing this is a good way to instil an enthusiastic mindset which focuses on a rewarding endgame.

And in business, success may include outsourcing or hiring other members of staff, though this may initially feel like an additional stressor, rather than an exciting success. Hiring

someone adds a financial overhead and can also take you physically away from your business whilst you train and oversee their work. But ultimately an additional team member will free you up for other work or enable you to take time away to recharge your batteries, a success in itself.

If maintaining focus proves to be difficult it's important to find ways to work on any underlying issues and problem areas.

Utilising the services of a therapist, business coach or mentor, mixing with like-minded people who understand and are supportive, sharing and discussing problems with family, friends or professional groups are all ways that can help you manage stress and find positive ways to cope.

However, if work has become a thankless environment some people may feel stuck, with few options for change. Choices are often limited when there are children to care for, a wage to be earned, friends and family to accommodate.

But people in those situations may eventually vote with their feet and walk away. Or succumb to stress and ill-health. On average, UK workers take 5.8 sick days each year, at a cost of £723.80 per employee or £77.5 billion to the economy.

The work environment needs to be considered when management are assessing staff performance and their ongoing commitment to results and growth.

Setting goals that staff feel are relevant and important, that motivate them to stretch themselves and succeed delivers important benefits to all involved. As does being understanding and providing the relevant support.

So, whenever you feel that you've no successes to report, start by giving

yourself credit for each small step along the way. Even things like having a shower, making a phone call, sorting your inbox, filling out a form, can be significant results in your day.

Sowing and nurturing the seeds, keeping focussed, supporting good habits all encourage your vision on your journey to whatever success looks like for you.



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.

To order a copy or for more information, help and free articles visit www.lifestyletherapy.net

For more articles, information or to make contact please call **0161 928 7880** or visit

www.lifestyletherapy.net

diary dates

BITA (British and Irish Trading Alliance)

Online networking using Remo:

BITA South West every Tuesday
8.00am - 9.00am

BITA London every Friday
8.00am - 9.00am

Cost FREE until further notice

Live face to face events:

BITA London Monthly Social Networking

11 Aug 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

11 Aug 5.00pm - 7.00pm, every 2nd Thurs
Venue The Restuarant Bar and Grill,
Brunswick Street, Liverpool L2 0UU

Cost FREE

BITA Leeds Monthly Social Networking

17 Aug 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

18 Aug 5.00pm - 7.00pm, every 3rd Thurs
Venue Clayton Hotel Manchester
City Centre, 55 Portland Street,
Manchester M1 3HP

Cost FREE

BITA Liverpool Lunch

23 Sep 11.30am - 5.00pm
Venue Anfield Stadium, Anfield,
Liverpool L4 0TF

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

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

Best of Bolton Business Show 2022

1 Day Business Expo

21 Sep 1.00pm - 7.00pm
Venue Bolton Whites Hotel,
De Havilland Way, Bolton BL6 6SF

Cost FREE (pre-registration required).

Contact boltonbusinessshow.co.uk

Business Connect Magazine are media partners

BGH Match

Business Growth Hub networking

22 Sept 9.30am - 11.30am
Venue Village Hotel Bury, Rochdale Road,
Bury BL9 7BQ

27 Sept 5.30pm - 8.00pm
PA Hub's 1st Birthday
Venue Maldron Hotel Manchester
City Centre, 60 Charles Street,
Manchester M1 7DF

11 Oct 9.30am - 11.30am
Venue Leigh Sports Village, Sale Way, Leigh
WN7 4JY

25 Oct 9.30am - 11.30am
Venue Old Trafford Cricket Ground,
Talbot Road, Stretford M16 0PX

10 Nov 9.30am - 11.30am
Venue Venues @ Cornerstone,
2 Edward Street, Stockport SK1 3NQ

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 6).

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
WA8 7DZ

Contact haltonbizfair.co.uk

Contact Tony Haines 0151 709 8932
tony@liverpoolba.com

Business Catalyst Club

Manchester and Leeds Networking Lunches

Manchester - 20 Oct, 26 Jan 2023

Leeds - 15 Sep, 24 Nov

Costs, Timings, Venues and booking details -
contact organisers below:

Contact Graham Shiers 07818 675 310
www.businesscatalystclub.co.uk

FM North

Networking event for professionals in the
FM, Cleaning and Construction Sector

4th Weds of each month

24 Aug, 28 Sept 4.00pm - 9.00pm
Venue The Wharf, 6 Slate Wharf
Manchester M15 4ST

Cost FREE

Contact danny.cross@tennantco.com
Tickets available through Eventbrite

High Peak Business Club

Regular monthly breakfast networking with
high calibre speakers

16 Sep Lloyds Bank 7.30am - 10.00am

14 Oct Progressive Energy 7.30am - 10.00am

11 Nov Manchester Central 7.30am - 10.00am

9 Dec Autumn Statement 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

Network Breakfast Events and
Lunches for Entrepreneurs

Monthly (please see website)

Venue Manchester based

Contact Amanda Manson 07754 069 829
www.k-club.co.uk

MBH (formerly M Postcode)

Face to face and zoom business networking

24 Aug 2.00pm - 4.00pm

Venue Mercure Manchester Piccadilly,
Portland Street, Manchester M1 4PH

Cost FREE

Contact kyle@mpostcode.co.uk
manchesterevents.mpostcode.co.uk

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

Business Connect Magazine are media partners

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

Saffron Group

Social and Corporate B2B Networking

15 Aug The Saffron super social 'Know, Like
and Trust' Axe Throwing Challenge
Unit 12 & 12A Dunsar Industrial Park,
Blackburn Road, Bolton BL7 9PQ

15 Sept The Saffron corporate

'Walking the Talk'
Venue HOST, Blue Tower, Media City,
Salford M50 2ST

Costs, timings and booking details contact:
Bipin Patel 07973 168857
Bipps@me.com
Pre-Registration required

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
Dunsar 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.

Contact 01772 935930
info@shoutnetwork.co.uk
www.shoutnetwork.co.uk

The Business Network Manchester

Virtual and Live networking - inc seminars.

31 Aug 12noon - 2.00pm
(Optional seminar 10.00am start)
Venue The Lowry Hotel, 50 Dearmans Place,
Salford M3 5LH

Cost £48

Online - 22 Sept 11.50am - 1.30pm
Venue Online
Cost £15

29 Sept 12noon - 2.00pm
(Optional seminar 10.00am start)
Venue Clayton Hotel Manchester City Centre,
55 Portland St, Manchester M1 3HP

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.

8 Sept + 6 Oct 11.30am - 2.00pm
(Optional seminar 10.30am start)
Venue The Tytherington Club,
Dorchester Way, Tytherington,
Macclesfield, Cheshire SK10 2JP

Cost £50.00

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. Every third thurs.

18 Aug 12noon - 2.00pm
Venue East 59th, Victoria Gate, 3rd Floor
Rooftop, George St, Leeds LS2 7AU

Cost Invitation only - please enquire.

Contact Rachel Shaw
rachel@ad-hoc-admin.co.uk

Don't forget your business cards!

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@dtmanchesterairport.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 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 Hotel Manchester Airport

Brasserie Blanc Bar & Restaurant, San Carlo Bar & Restaurant, Executive lounge, 2 Function spaces (140 and 50 capacities), Courtyard (private outdoor dining)

Hale Road, Hale Barns, Manchester
WA15 8XW

chris.pilling@marriott.com
07881 312158
manchesterairportmarriott.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

Marriott Hotel Liverpool City Centre

Brew Bar (food and drinks), Oliviers breakfast restaurant, Merchant Bar (private bar/event space), 2 Function spaces (240 and 50 capacities)

One Queen Square, Liverpool L1 1RH

chris.pilling@marriott.com
07881 312158
liverpoolmarriott.co.uk

Orega Arkwright House

Crompton (seats 10) and Hargreaves (seats 8) meeting rooms, both come with Free WiFi, Clevertouch screens, Video Conferencing, Catering (extra cost)

Parsonage Gardens, Manchester M3 2LF

reception.arkwright@orega.com
0161 667 8100
orega.com/manchester-arkwright-house

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

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7 Charlotte Street, Manchester
M1 4DZ

uk.meetingrooms@regus.com
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www.regus.com

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MSO 1RF

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

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Salford Quays M50 3SR

business.centre@salfordcc.ac.uk
0161 631 5555
www.salfordcc.ac.uk

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M3 2BY

uk.meetingrooms@regus.com
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www.spacesworks.com

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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

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Walkden Road, Manchester M28 2QT

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

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