

South and East Yorkshire

Enterprise Express

The definitive small business e-newsletter



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Business in the Spotlight is back!



After a break of two years, by popular demand we are back at Costco Wholesale to relive the most successful networking event in the north of England.

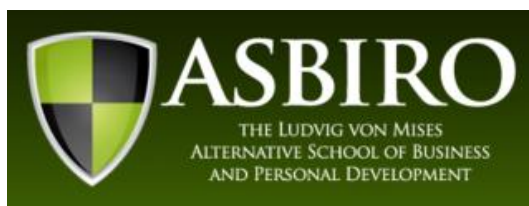
For years our "Business in the Spotlight" events drew massive support from the local business community and became a legendary bi-monthly highlight of the business calendar.

At 4.30 – 6.30pm on Wednesday 18 November - for one night only – we're doing it again! Come along and meet your fellow-networkers; talk about business, buy, sell and seek out that all-important joint trading

collaboration.... you just never know what surprises the event may have in store. There are limited free spaces for those wanting a stand: these are offered on a first come, first served basis and when they're gone they're gone. Otherwise bring a bagful of brochures and a pocketful of business cards.... and **go for it**. You may never get the chance again!

To book visit: <https://www.eventbrite.co.uk/e/business-in-the-spotlight-tickets-19142014280>

'The Telephone Assassin' in live webinar



At 10.30am on Saturday November 2015 Asbiro University has live on-line author and awesome public speaker Anthony Stears, 'the Telephone Assassin.'

Anthony is recognised as the number one UK trainer in making successful telephone calls.

This is a vital event for you if you are employed and want to get a better job, if you are self employed and want to get better clients or if you are employed and want to be self employed.

This is an on-line event is being produced by Asbiro UK. Live stream starting at 10.30am.

To join this webinar register at: <http://app.webinarjam.net/register/19493/2db4bf4d81>

Shaping the future of your business



Rob Brown

Successful business owners need great people around them to help and advise, to support and sustain, to encourage and motivate, and to share good and bad times.

The FSB has teamed up with Barnsley College, the Skills Funding Agency, Rotherham and Barnsley Business Incubator and Enterprising Barnsley to deliver an informative event at 9.30am to 1.30pm on Tuesday 17 November at Barnsley College, Church Street, Barnsley, S70 2AX, designed to equip business owners with practical

advice and guidance to help drive growth and development.

This motivational talk from top speaker and networking expert **Rob Brown** will help you identify the 12 kinds of people you need around you to launch and run a successful business! Whatever your business needs to grow – whether it's attracting new talent, re-skilling existing staff, tackling skill shortages or taking on an apprentice – there is practical help and funding available which will be accessible on the day.

The event will offer solutions to help you reduce costs, increase productivity and improve your bottom line, as well as developing a skilled, qualified and motivated workforce. We know that for sole-traders and small businesses, not knowing where to start is a barrier. Join us at this event and we promise to help simplify the steps required to get you on the way to business growth.

To book visit: <https://www.eventbrite.co.uk/e/shaping-the-future-of-your-business-tickets-18933964999>

SheffEX - Sheffield's business event



SheffEX is the place where local business and industry gets together to make new contacts, opportunities and deals. It's free to attend, with a lively choice of activities to fill an entire day with the business exhibition, expert lectures, and networking sessions. It takes place on Monday 7 December at Ponds Forge International, Sheffield.

It includes the region's biggest business to business trade show, where you'll find a hundred trade stands discover products and services that will help your business be even greater next year. There is also the Future of Sheffield

Business half day conference that looks at the prospects for business in 2016, from devolution to development. Other features include the More Business / Better Business Convention and a variety of workshops and advice sessions throughout the day.

For more details and booking: <http://goo.gl/AqhsMN>

How to grow your Business with Social Media



Over the past few years, the entire landscape of advertising and marketing has changed. Millions of businesses now use social media such as Facebook, Twitter and LinkedIn to promote and grow their business.

But how do you choose where to invest your time and money? Are you confused by every news site popping up and wondering if you should join? Through this practical, interactive workshop you will learn about the newest marketing trends, tips and tricks on how social media can help get your message out and how it can be used more effectively by incorporating the best practices into your marketing strategy.

The free event takes place at 7.45 – 10,00am on Tuesday 24 November at the Civic Office, Waterdale, Doncaster, DN1 3BU. This Workshop will be delivered by Rik Courtney, social media expert and founder of local business, Be More Social. His expertise comes from 20 years working in the marketing industry.

Please feel free to bring along your smartphones, laptops and tablets.

To reserve your place, email: alison.hartshorne@doncaster.gov.uk

Rotherham Hospice business breakfast wake up call



The 'Rotherham Hospice business breakfast wake up call' event takes place at 7.30 – 9.30am on Thursday 26 November at the Holiday Inn Express, Manvers Way, Wath upon Dearne, S63 7EQ. It provides an opportunity for businesses focusing on increasing revenue through growth in the UK and overseas to hear about how two business leaders have done exactly that.

This is a free event, which also gives you the opportunity to meet other Rotherham business owners and leaders, and learn how Rotherham Hospice can work with your business.

Speakers include Anne Wilson, Managing Director of Numill Tooling Solutions and Russell Short, Managing

Director, Home Team.

Tickets are free but delegates must register for a place at: <http://www.eventbrite.com/e/business-breakfast-leaders-show-how-to-create-an-entrepreneurial-culture-tickets-19355619178?aff=JamieV>

UK City Of Culture director to speak at micro business event



Fran Hegyi

An event for micro business owners will help them to find out more about the council's spending priorities for 2015/16 as well as the opportunities that Hull, UK City of Culture 2017 will deliver for the region.

The informative evening will be held at the Treasure House, Beverley on Monday 30 November from 5.45-8pm and will feature special guest presenter, Fran Hegyi executive director of Hull 2017.

Fran, who was previously part of the organising committee for the London 2012 Olympic and Paralympic Games, will set out the vision for year-long national festival and the opportunities for small businesses to get involved. Fran said: "As the build

up to 2017 continues, there will be new ways for small businesses to benefit from Hull's year in the national and international spotlight. I hope the event will give them a flavour of scale of our ambition for the year and how they can play a part in the UK's next major national event."

Councillor Jane Evison, cabinet portfolio holder for economic investment and tourism at East Riding of Yorkshire Council, said: "This event will provide an interactive evening for small business owners to come together and network and to learn more about two very topical issues. The council is interested in receiving feedback from the business community to refine its spending priorities for 2015/16 so that it can continue to support the creation and growth of business in the East Riding.

"We are fortunate to have Fran coming along to speak at the event. Hull 2017 will have huge benefits for the city and the East Riding and will provide a whole host of opportunities for local businesses."

Light refreshments will be available from 5.45pm with the main event beginning at 6pm and finishing at 8pm.

For further information or to book your place, visit www.eventbrite.co.uk/e/micro-business-budget-event-tickets-19013957258

Yorkshire and Humber Fraud Forum conference



The tenth anniversary conference of the Yorkshire and Humber Fraud Forum is to be held at the Royal Armouries Museum, Leeds at 9.15am to 4.00pm on Wednesday 18 November. The keynote speaker is Paul Kimmage, the former Olympic cyclist and now journalist, who was instrumental in exposing Lance Armstrong as a fraud. Paul will tell his story and explore the relevance of whistleblowing to all types of organisation.

The Yorkshire and Humber Fraud Forum is a not-for-profit organisation that was created to bring together public and private sector organisations and companies to share knowledge, experiences and best practices in

order to combat fraud and financial crime. Members are anti-fraud practitioners from organisations including corporate businesses (large and small), financial institutions, local authorities, health service organisations and law enforcement. The Fraud Forum

runs masterclasses throughout the year, to provide updates on latest trends and developments, and also valuable networking opportunities.

All businesses are invited to attend. The delegate fee, including a year's membership of the organisation, is £125 + VAT.

Further details at: <http://www.conference-network.co.uk/events/yorkshire-humberside-fraud-forum-10th-anniversary-conference/overview.html>

Rotherham business advisors shortlisted for national awards



Councillor Denise Lelliott

The Rotherham Investment and Development Office has been short-listed for three national awards recognising its commitment to supporting local businesses.

The awards are presented by the National Enterprise Network, and recognise organisations that are delivering outstanding support to businesses in their areas. The winners will be announced at the NEN conference on Friday 27 November. RiDO, the business growth arm of Rotherham Council, has been shortlisted in the Local Enterprise Agency of the Year and Future of Enterprise Support Award categories. Also, RiDO's Martyn Benson has been shortlisted for the Enterprise Coach/Mentor of the Year award.

RiDO provides free and professional advice to anyone looking to start a business in Rotherham, as well as supporting existing businesses with everything from finding the right premises, planning advice and guidance, finding and training recruits to locating new customers and suppliers.

Rotherham's Advisory Cabinet Member for Housing and the Local Economy, Councillor Denise Lelliott, says: "The RiDO team are working hard to help bring businesses and jobs into the borough and I am delighted that their hard work has been recognised in this way. I would encourage anyone considering starting up or in business in the area that needs help to contact RiDO and take advantage of the support they provide."

Yorkshire and Humber hit with worst construction skills shortage in 20 years



Yorkshire and Humber's construction industry is experiencing its greatest skills crisis since 1998, a survey by the Royal Institution of Chartered Surveyors has revealed.

The quarterly UK Construction Survey shows that the skills shortage in Yorkshire and Humber has reached its highest levels since the survey was launched 18 years ago, with bricklayers and quantity surveyors in shortest supply. 50% of respondents reported difficulty sourcing labour, with 52% having difficulty sourcing

bricklayers, whilst 62% also highlighted a shortage of quantity surveyors. In the same time period in 1998, just 18% of Yorkshire and Humber's construction companies reported a skills shortage.

In addition to labour supply, 69% of firms revealed that financial constraints, such as access to credit, were among the biggest constraints to growth, while 60% said that regulatory and planning issues were potent constraints. Despite these ongoing issues, however, the survey shows some areas of growth, with the number of new construction projects increasing in Yorkshire and Humber, particularly in private housing, commercial and industrial sectors.

Read the full story at: <https://goo.gl/eNSYzZ>

Pensions Minister backs online course devised by Hull firm



The Government's Pensions Minister has given her backing to a nationwide scheme which is using expertise from an FSB member in Hull to help more than a million employers prepare for auto enrolment.

golding computer services Baroness Ros Altmann says improving awareness of the issues around pension provision is crucial to helping the smaller businesses hit their deadlines. The Minister has been leading the TV campaign to promote "Workie", the brand mascot created by the Department of Work and Pensions as part of an £8 million marketing campaign. She also praised the online course offered by the Chartered Institute of Payroll Professionals using material from Golding Computer Services.

The CIPP launched its service ahead of a New Year trigger which will see auto enrolment adopted by more than half a million small and micro businesses during 2016. Central to the service is the expertise of Goldings, which has provided the CIPP's "Automatic Enrolment Specialist Course" and the companion "Automatic Enrolment Technical Specialist Course".

Auto enrolment legislation was introduced in 2013 and means all employers must automatically enrol all staff into a pension scheme and make contributions to that scheme unless employees opt out. Penalties for failing to comply start at £400. Vic Golding, Managing Director of Goldings, said: "The specialist course uses slides and a voiceover to show an audience from business owners to their accountants and consultants the latest high level thinking about auto enrolment. The technical specialist course covers the opportunities offered by technology."

For details of the CIPP courses and Goldings' new "in the cloud" Sage One software service visit: www.gcs-limited.com

Rotherham based Gala Tent appoints new business development manager



Steve Jones

The UK's leading distributor of marquees and gazebos, Gala Tent Ltd, has expanded its rapidly growing team with the appointment of as the company's Business Development Manager.

The new role will see Steven actively search for large public and private contracts and liaise with existing customers to strengthen Gala Tent's position in the market. Steven will be driving new sales in the hope of expanding the company's portfolio and customer base, which already includes Virgin Media, The Scout Association, Raleigh UK and the largest operator of outdoor and indoor markets in Europe, Groupe Geraud.

Gala Tent's Managing Director, FSB member Jason Mace, commented on the new

appointment, "The decision to appoint a new business development manager came after growth produced a gap within the business. We appointed Steven to target large contracts and develop relationships which we had established previously."

The company's new business development manager will focus on developing relationships with predominantly UK based businesses, to help support the company's international growth.

Number of UK firms reaches record high

According to the latest business population estimates published by National Statistics, the number of private sector firms in the UK at the start of 2015 reached an all-time record of 5.4 million. This includes 3.3 million sole proprietors, 1.6 million companies and 436,000 ordinary partnerships.

The net annual change amounted to 146,000, indicating that more firms had been started than had closed. The new business population estimate also revealed that there are almost a million more private firms and self-employed people in the UK now than there were in 2010.

The number of firms employing staff also rose by 35,000 in the year to January 2015, and it was found that the number of medium-sized firms employing between 50 and 249 staff grew by 1,000 during the same period.

Read more about business population estimates at:

<https://www.gov.uk/government/news/number-of-uk-businesses-continues-to-grow>

£4m boost for video games development sector



A new £4 million fund has been launched to boost the UK video games development sector, particularly newly established developers.

The Video Games Prototype Fund will award grants of up to £25,000 to help 'new and young' developers create working prototypes. It will also provide a limited number of developers with grants of up to £50,000 so they can take their games beyond the prototype phase. The Prototype Fund will be run by UK Games Talent

and Finance, a Community Interest Company, until 2019.

Read more about the fund at: <https://www.gov.uk/government/news/4m-fund-to-kick-start-the-next-tomb-raider>

New programme to boost leadership in small firms



Julie Kenny

UK small firms are set to benefit from innovative new projects to improve their leadership skills and productivity, following the launch of the UK Futures Programme run by the UK Commission for Employment and Skills.

Under the programme, eight local 'anchor institutions' will work with UKCES to pilot new ways to boost leadership in small firms who haven't previously had any leadership or entrepreneurial training. The anchor institutions include chambers of commerce, universities, colleges, councils,

enterprise agencies, learning partnerships and business schools, working in conjunction with local employers.

Julie Kenny, Commissioner at UKCES, said: "Small businesses form the backbone of the UK economy. Yet constraints on their time and resources mean they are the least likely to develop the leadership and management skills that will help them grow. The anchor institutions we will be working with have demonstrated a strong understanding of the specific issues that small businesses face in their local community. They have also shown that they have the ability to reach out to businesses who often find themselves excluded from national programmes."

For more information about the programme and the anchor institutions, go to: <https://www.gov.uk/government/news/productivity-boost-for-small-businesses>

BCC calls for return of compulsory work experience

The British Chambers of Commerce has published early findings from its 'Business and Education Survey', which was carried out in July and August 2015. A key finding is that 82% of business respondents want schools to provide work experience opportunities for pupils aged under sixteen. As a result, the BCC has called on the Government to bring back compulsory work experience.

John Longworth, Director General of the BCC, said: "Work experience is crucial to bringing down our stubbornly high youth unemployment rate. It will help ensure more young people are prepared for work. It will help close the yawning skills gaps reported by frustrated businesses across the UK, who face huge difficulty filling vacancies at every level."

For more information, go to: <http://www.britishchambers.org.uk/press-office/press-releases/businesspeople-and-education-leaders-make-under-16-work-experience-a-national-priority.html>

Funding boost for rural community projects



Rural firms are to benefit from LEADER funding worth £138 million to develop projects that will boost their local economy and create jobs through farm diversification, tourism promotion and the support of cultural heritage.

LEADER is an EU-wide scheme that is part of the Rural Development Programme which runs until 2020 and is worth a total of £3.5 billion. The funding will be allocated to 80 Local Action Groups, to be selected on a competitive basis,

which will deliver a specific amount of funding for their local area. Projects completed under the previous LEADER funding round included the conversion of farm buildings in Derbyshire into tourist accommodation and the expansion of premises for a sausage-making firm in Norfolk.

Read more about the LEADER funding at: <https://www.gov.uk/government/news/138-million-available-for-local-communities-to-grow-uks-rural-economy>

New guidance about zero-hours contracts published

The Department for Business has published guidance for employers about how zero-hours contracts should be used appropriately.

The guidance provides examples of best practice, such as clearly advertising that a job role will be under a zero-hours contract and that the hours will not be guaranteed. It also states that late cancellation of work is unacceptable except in "truly unavoidable" circumstances. Suggested alternatives to zero-hours contracts outlined in the guidance include offering existing staff overtime, recruiting a part-time employee or using temporary staff from an agency.

For further information regarding the guidance, go to:

<http://www.personneltoday.com/hr/zero-hours-contracts-guidance-employers-published/>

Guide to preventing discrimination against ex-offenders



Business in the Community has published a guide for employers to help them develop fair recruitment policies and to prevent discrimination against ex-offenders.

'Fair Recruitment of People with Criminal Convictions' has been published as part of the Business in the Community 'Ban the Box' campaign to encourage employers to stop using the criminal record tick box on job application forms. Business in the Community believes that questions on

employment application forms asking about an individual's criminal record is discrimination against job seeking ex-offenders.

A recent survey of prisoners at HMP Nottingham revealed that, while 91% of prisoners claim that they want to work once they are released from prison, only 53% would tick the box and be honest about their criminal convictions.

For further information, go to: <http://www.bitc.org.uk/news-events/news/criminal-record-tick-box-serves-no-purpose-says-business-community>

Two consultations on reforms to recruitment sector

Two consultations have been published by the Department for Business on reforming legislation of the recruitment sector and dealing with exploitation in the labour market.

Plans are being made to prevent recruitment firms from recruiting solely from overseas without advertising in Great Britain and in English. A new criminal offence is also being considered to deal with employers who hire migrant workers and then subject them to illegal working conditions and pay. Four proposals are being considered to assist with the effectiveness of the current regime: a new offence of aggravated breach of labour market legislation; a wider remit for the Gangmasters Licensing Authority; a new Director of Labour Market Enforcement; and increased data sharing between existing enforcement bodies.

For further information about the consultations, go to:

<https://www.gov.uk/government/news/new-measures-to-protect-uk-workers>

HMRC carrying out more employer compliance reviews

HMRC carried out 2,488 employer compliance reviews between April 2014 and March 2015, which is an increase of 13% from the previous year's figures. The reviews investigate employers that are suspected of underpaying employment taxes.

If an organisation is found to have underpaid employment taxes, HMRC can issue fines of up to 30% of the tax owed. In instances where HMRC believes that an employer has intentionally attempted to evade employment tax, a fine of up to 60% can be issued.

Chris Thomas, from Pinsent Masons said: "Employers would be well advised to get their houses in order, review the robustness of their systems and disclose any historic problems to HMRC before it comes to them."

For further information about the reviews, go to: <http://www.out-law.com/en/articles/2015/october/payroll-tax-complexities-offer-easy-wins-for-hmrc-as-it-increases-investigations-says-expert/>

HMRC to scrap business record checks

The business record check initiative is to be wound down, the Chartered Institute of Taxation has reported. Checks were introduced by HM Revenue and Customs four years ago to make sure all statutory business records were correct and up to date, and have been subject to much criticism for being ineffective and poorly targeted.

Read more about the end of the BRC initiative at: <http://www.accountancyage.com/aa/news/2431321/ciot-hmrc-scraping-business-records-checks-victory-for-common-sense>

Two year plan to increase take up of R&D tax relief

HM Revenue and Customs has announced a two-year plan to increase take-up of research and development tax relief among small firms.

Measures will focus primarily on increasing awareness and making it easier for firms to apply for this type of tax relief. For example, HMRC will publish improved guidance to help increase firms' understanding of R&D tax relief and provide business certainty through the Advance Assurance scheme. Under the Advance Assurance scheme, which will launch this month, HMRC will assure eligible firms that their first three years of R&D tax relief claims will be allowed "without enquiry".

Read more about the plan at: <https://www.gov.uk/government/news/boost-for-small-businesses-as-government-launches-rd-plan>



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