

South and East Yorkshire

# Enterprise Weekly

The definitive small business e-newsletter

fsb<sup>3</sup>  
Experts in Business

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## Enterprise Weekly FORTHCOMING EVENTS

### Join FSB at Yorkshire's primary networking event



The FSB warmly invites you to join us at a major Yorkshire regional networking opportunity, the "Inspiring Yorkshire Business" event, which will take place at 9.00am – 3.00pm on Thursday 18 February 2016 at the Magna Centre, Rotherham.

Magna is bringing together 100 high-profile exhibitors, informative workshops and a wealth of main-stage presentations throughout the day from nationally-renowned speakers. The event is free to attend for all businesses.

Experts in Business FSB are proud to be major sponsors of the event and hope to see our members from across the region paying us a visit during the day.

For further information or to book a stand visit:

<http://www.mymagnaevent.co.uk/events-calendar/the-inspiring-yorkshire-business-event>

### What can your MP do for you?



John Healev MP

MPs can assist businesses in a variety of ways, from making private enquiries on their behalf, to raising matters publicly in the House of Commons.

They might write to the relevant department or official, send a letter to the appropriate Minister or make a personal appointment to discuss the issue. Or they may decide to make the issue public by raising it in the House of Commons, where it will be officially recorded, and could potentially come to the attention of the press and public.

Businesses could also request that their MP speak at an event concerning the issue, pledge their support to a campaign or write to the local media on their behalf.

To help businesses understand their relationship with the local MP, Experts in Business FSB have organised a free event with our special guest speaker John Healey MP at 9.00 – 10.30am (breakfast sandwiches and refreshments at 8.30am) on Friday 22 January at the Holiday Inn Express, Manvers Way, Wath upon Dearne, Rotherham, S63 7EQ.

To book, visit: <https://www.eventbrite.co.uk/e/what-can-your-mp-do-for-you-tickets-19967817279>

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### **Doncaster networking event is open to all**



Chief Superintendent Richard Butterworth

The FSB is joining forces with Doncaster Chamber of Commerce to present a free breakfast networking event to help local businesses share best practice, be inspired by others and build on their current network of contacts. There will also be a short info and discussion slot presented by special guest speakers Chief Superintendent Richard Butterworth – the man who has responsibility for tackling business crime across South Yorkshire – and his colleague Sergeant Katherine Wallis, who has special responsibility for dealing with child sexual exploitation. They will discuss the services they provide to help prevent small businesses from becoming the victims of crime.

The FSB will also update delegates on their campaign strategy to promote and protect the interests of the self-employed and small business owners.

For members and non-members wanting to create awareness of their business and build relationships with other business people, here's a prime opportunity to meet a number of key decision makers all in one room before the working day has begun. Chamber and FSB staff will be on hand as always to help with initial introductions, to put you at ease, and create a relaxed and informal atmosphere.

The event will take place at 8.00 - 9.30am on Wednesday 10 February 2016 at the Castle Park Rugby Club, Doncaster. It is free to attend, but booking is essential to help with catering arrangements.

To book, visit: <http://doncaster-chamber.co.uk/basket.asp?event=363>

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### **Love Business Expo 2016**



Love Business Expo 2016 is the biggest free business event of its kind in the Midlands. It takes place at 9.30am - 3.00pm on Thursday 11th February 2016 at Donington Park International Exhibition Hall. It started with a business event and has grown to a movement which engages people who Love Business

and pulls together all the organisations who can support small and medium sized businesses.

If you are a business owner, manager, or thinking of starting a business and you need answers, inspiration or just to see what's happening in your area, Love Business 2016 is for you! With five sector based zones, big named sponsors and great speakers, Love

Business 2016 is set to break all previous footfall records. This year speakers include Ian Stuart, Head of Commercial Banking, Europe, HSBC, Julia Fancourt, Head of Procurement, Walgreens Boots Alliance and more.

The #ibacksmallbusiness zone is hosted by the FSB and is designed to deliver what small business owners and entrepreneurs need. It brings together like minded business owners and the region's best businesses and organisations who are dedicated to supporting their success. Our zone is at 80% capacity and we have just a few spaces left for exhibitors. With over 4000 delegates expected it's not hard to see why! Stands start at just £395 excluding VAT.

For more information or to book a stand visit:

<http://www.lovebusinessexpo.co.uk/zones-exhibitors/small-business-zone/>

### **Connected Healthcare at the Digital Media Centre**



Barnsley's Digital Media Centre is inviting creative design and digital technology specialists and healthcare providers and professionals to make connections at the free Yorkshire and Humber digital healthcare event. The event includes a range of speakers and a digital tech showcase, with examples of virtual reality, telehealth, animation and robotics.

The event, which takes place at 11.30am – 2.00pm on Thursday 21 January, will explore new market opportunities for creative and digital technology in the NHS and healthcare sector for Yorkshire and Humber based innovators, demonstrate how apps, software and digital solutions are improving the patient experience in existing care and let delegates know how to get involved in a programme of healthcare hackathon and access to finance events to support product development. The event is a great opportunity for businesses to find out more about this exciting market and get involved in developing new products and services.

This event is hosted by the Digital Media Centre, part of a range of support available through Enterprising Barnsley, the business growth service of Barnsley Council. The event is delivered in partnership with the Yorkshire & Humber Academic Health Science Network and Tech North.

Find out more and book your free place at: <https://www.eventbrite.co.uk/e/connected-healthcare-at-the-digital-media-centre-tickets-19777216186>

### **Innovation: Helping entrepreneurs and big business to work together**



The Humber LEP is hosting an event to bring entrepreneurs and big business together to explore ways of working together. The event will take place at 2.00 – 4.00pm on Tuesday 19 January at the University of Hull Enterprise Centre, Cottingham Road, Hull, HU6 7RX and is aimed at representatives of entrepreneurial and innovative start ups and corporates who would like to learn more about working with entrepreneurs.

The speakers will include Rob Lewis, Head of Health Transformation, R&D Innovation at RB, Lee Rickles, Head of Programmes and Informatics at the Humber NHS Foundation Trust and John Connolly, MD of the Centre for Digital Innovation.

Entrepreneurs and small businesses are often leaders of innovation, developing new, agile and disruptive ways of working that are ahead of the trend. Larger corporates and public sector organisations are keen to work with start ups and entrepreneurs, but differing expectations and ways of working often create barriers to collaboration. The workshop offers the opportunity to hear about ways of working with large organisations and investors and offers insights into what large organisations and investors want from their relationships with entrepreneurs.

To book contact Sarah Clinch at: [s.clinch@humberlep.org](mailto:s.clinch@humberlep.org) or ring 01482 485267.

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## REGIONAL AND LOCAL NEWS

### Can you help to hone the interview techniques of 6<sup>th</sup> form school-leavers?



Wales High School in Rotherham is seeking the services of a number of business people who are available on the evening of 9 March 2016 to work with its 6<sup>th</sup> form students engaged in professional interview training.

The aim of the professional interview evening is to prepare school leavers for the world of work. Applying for a job for the first time can be an extremely challenging experience. And the staff of Wales High school is committed to preparing students through rigorous and realistic practice.

The school needs interviewers from many career backgrounds to give them a full choice and a great opportunity to network! We will provide volunteers with the student's CV before the interview takes place.

To volunteer, please contact [sbr@waleshigh.com](mailto:sbr@waleshigh.com) for more details, before 5 February.

### Business fire safety



The Business Fire Safety South Yorkshire project provides free advice to South Yorkshire businesses. The project is run by Barnsley and Rotherham Chamber and is funded by South Yorkshire Fire Authority, working in partnership with South Yorkshire Fire and Rescue to support businesses in South Yorkshire.

The Regulatory Reform (Fire Safety) Order 2005 applies to all businesses, therefore the project aims to provide guidance and support to ensure they meet the requirements of the legislation to protect employees and other site visitors.

The project is open to all business owners in South Yorkshire, with no restriction on size, location or turnover. Owners are provided with relevant guidance, materials and a fire safety records folder, can aim to obtain a recognised accreditation and can use the free app that is available to raise fire safety awareness of employees. All project services are provided free of charge and the project is running until 31 August 2016.

For more information visit: <http://www.brchamber.co.uk/business-fire-safety>

## Two weeks left to back bid for Doncaster's University Technical College



There are just two weeks left to back the bid for the Doncaster University Technical College and be in with the chance of winning one of three pairs of plane tickets to Amsterdam, Paris or Berlin from Doncaster Sheffield Airport.

The bid closes at the end of January 2016 so the pressure is on to increase support from Doncaster's private sector. Employers can share their feedback via a short online survey. Any businesses completing the survey will be entered into the free prize draw to win the free European flights – courtesy of Doncaster Sheffield Airport.

The University Technical College aims to be a school of choice for 14 to 18 year olds wanting to progress their education in STEM (science, technology, engineering and maths) subjects in the Doncaster area. Students will work with a range of employer partners and a university sponsor to bring the curriculum to life through applied learning. This will provide them with the necessary skills, experience, and qualifications to progress into the world of work, university and higher education. In turn, the College will benefit Doncaster employers as it aims to develop the next generation of skilled technicians, engineers, and designers to provide a workforce for the future and ensure Doncaster's economic sustainability in the advanced engineering, rail and digital sectors.

To complete the survey and show your support for the project, visit:  
<http://www.doncasterutc.co.uk/>

## Call for Humber Growth Deal projects

As part of the Humber LEP's preparations for any future rounds of Growth Deals, and other funding opportunities, they are developing a "pipeline" of potential projects which could be put forward at the appropriate time for funding.

The pipeline gives a medium term view of projects being developed that support the LEP's objectives, and an initial indication of their likely cost and timing. It helps the LEP's Board and sub-boards to understand partners' aspirations, identify any gaps in meeting its strategy and gives a focus for development work. When funding opportunities arise, it will support the LEP to respond quickly and make the best possible case for investment in the Humber.

Find out more at: <http://www.humberlep.org/projects/project-pipeline/>

## Free help to tackle business issues



The University of Sheffield is looking out to identify small businesses who can provide projects for its masters students. Each year Sheffield University Masters and MBA students undertake a research project as part of their dissertation. Many of these projects can be carried out within an organisational

setting. Students can work with an organisation on a particular issue or challenge set by the host organisation for a period of around 3-4 months.

The University has students studying a wide variety of Masters programmes across all areas of business and management. Typical projects can include (but are not exclusive to) marketing, HR, customer delivery, public relations, change management, IT

development, e-commerce, company acquisitions, supply chain management and new venture planning.

More details at: <http://management.sheffield.ac.uk/businesshome/projects/>

### **Hungry artists offered their height in pies to celebrate anniversary**



In celebrating 50 years as a successful Rotherham based business Eric Twigg Foods has commissioned the Gallery Town project to run a special art competition to commemorate the occasion.

Local artists are being encouraged to get involved in marking the celebrations by creating a piece of artwork that reflects 50 years of Eric Twigg Foods. Founded in 1966 by Chairman, Eric Twigg, the business has become well-established both locally and regionally and remains a family run operation which distributes industry leading food products throughout the north of England and is probably most famous for delivering the much loved Pukka Pie.

The art regeneration project Gallery Town has been asked to organise the competition and is calling on artists to get involved in commemorating a piece of local business history. The winning artist will receive £100 in cash, have their artwork shown as part of the Gallery Town project within the town centre and most exciting of all, they will win their height in Pukka Pies.

The focus of the artwork should reflect 50 years in business, can include Pukka Pies or any aspect of the successful business – see the businesses website for ideas <http://www.erictwiggfoods.com/>.

Matthew Twigg, Eric Twigg Foods Managing Director said: "This year is a big year for us as the business celebrates its 50<sup>th</sup> anniversary. We are a family run business, providing jobs locally and delivering well-known food brands across the north of England. In marking this occasion we have commissioned a unique piece of artwork to be created by a local artist that reflects 50 years of Eric Twigg Foods."

To enter the competition artists are asked to register their interest via email: [gallerytown@outlook.com](mailto:gallerytown@outlook.com) or phone: 01709 970134 prior to the closing date for submissions which is 22 February 2016.

### **The Master Cutler's Challenge**



**MASTER  
CUTLER'S  
CHALLENGE**  
MMXVI

The Master Cutler's Challenge is one of the largest charity fundraising events in the Sheffield region. Businesses of the city region are invited to transform a £50 investment into as much fundraising as they can for two local charities. Businesses are given £50 and can use whatever means they want to raise money,

within legal limits of course!

But beyond the law and standard good manners, there is nothing to stop them turning the streets of Sheffield into a giant monopoly game, waxing legs, hitch hiking, or riding a bike for 32 hours.... which is what they've done in previous challenges. The charities

which benefit are St. Luke's and Rotherham Hospices. This year's challenge is to take £50 and, as a team, use your entrepreneurial skills to make as much money as possible for both hospices!

The challenge is a brilliant way to bring together the city region's business community. Those organisations, large and small, work together or in healthy competition to raise their funds. And not only does the challenge unite the city and raise vital funds, the experience of joining in is one that rewards businesses, schools, community groups and individuals hugely. In short, everyone's a winner.

More details at: <http://www.mastercutlerschallenge2016.co.uk/>

### **Love of technology fuels Chris' apprenticeship dream**



An IT enthusiast with a passion for all things tech has landed his dream job after receiving help from Skills Made Easy, a unique Government-led scheme organised by the Sheffield City Region Local Enterprise Partnership.

Over the past few months Skills Made Easy has been working with Sheffield-based Technology company Customer Focus. Faced with an increasing workload, the company recognised that needed additional support and approached Skills Made Easy to see if they could help overcome the skills shortages the business was facing.

Skills Made Easy worked with Customer Focus to identify the ideal type of candidate the company was looking for and with a passion for all things tech. Chris O'Dea proved to be exactly the type of candidate the company was looking for. Having previously undertaken an apprenticeship with a different training provider and at the age of 24, Chris felt his chances of building a career in the tech sector were passing him by, but Skills Made Easy were able to help Chris secure a place on a level 3 IT apprenticeship, allowing him to pursue his dream career.

Chris O'Dea said: "Before joining Customer Focus I had been out of work for nearly seven months and I was beginning to wonder whether I'd ever manage to secure another job. My day-to-day role is divided between supporting the company's technical team and helping to deliver training. It's been a very steep learning curve, but I'm really enjoying the role and the challenges of the job. I'm currently working towards completing a level 3 advanced apprenticeship qualification."

Skills Made Easy provides a comprehensive range of training and apprenticeship advice to small and medium-sized businesses based within the Sheffield City Region. The programme is completely free of charge and can also help businesses to access government grants to cover the costs of training.

To find out more about the scheme visit: [www.skillsmadeeasy.org.uk](http://www.skillsmadeeasy.org.uk)

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## **NATIONAL NEWS ROUND-UP**

### **Further funding for flood-hit firms in northern England**

The Department for Business has announced a further £6 million of funding for firms in the north of England affected by the Boxing Day floods caused by Storm Eva. This funding is on top of the £5 million previously announced for firms in Lancashire and Cumbria affected by Storm Desmond earlier in December.

Anna Soubry, Small Business Minister, said: "This £6 million is being made available immediately by the government and is part of a wider package of support designed to get people, communities and businesses back on their feet."

For further information, go to: <https://www.gov.uk/government/news/further-funding-confirmed-for-flood-hit-businesses>

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### **The future for Keep Trade Local**



Keep Trade Local was introduced in South and East Yorkshire in 2007, was later adopted nationally and went on to become the FSB's most successful national campaign in its 42-year history. Now the FSB is considering what the future holds for Keep Trade Local and is asking stakeholders to complete a short questionnaire on the subject.

What do you need from Keep Trade Local, and what support should FSB offer your business to attract more local business, address local issues and raise the profile of supporting the small business community with local people, local councils and Members of Parliament?

By completing this short questionnaire you will be helping FSB to develop a strategy, marketing materials and information that can help your business grow.

Please complete the survey at: <https://www.surveymonkey.co.uk/r/3TC3QBT>

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### **Automatic enrolment pensions inquiry launched**

An inquiry has been launched by the Work and Pensions Committee into pensions automatic enrolment. The Committee has asked small and micro employers in particular to provide written submissions addressing the effectiveness of the automatic enrolment process, the impact the process has on smaller employers, and how they plan to mitigate any negative effects suffered as a consequence of the process. The final day for receipt of submissions is 3rd February 2016.

Committee member Heidi Allen said: "It is vital we communicate to and support these smaller employers so they can meet the new requirements. I hope this inquiry will help us to review the effectiveness of the current process and make recommendations for improvement."

For further information about the inquiry, go to: <http://goo.gl/gkicJk>

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### **Skills shortages and access to finance concerns for business owners**

According to a survey of the IoD 99 network, a group of more than 650 business owners under the age of 35, the most important issues are finding skilled employees and accessing scale-up finance.

Of those surveyed, 42% said the main barrier to growth that they faced was difficulty in hiring people with the right skills, 39% said it was difficulty accessing finance, and 33% said it was the high cost of finance. Over 50% of survey respondents had used money



from their family when first starting up in business, while 56% had used unsecured personal finance, such as credit cards.

For further information about the survey, go to: <http://www.iod.com/influencing/press-office/press-releases/skills-shortage-and-access-to-finance-top-concerns-for-uk-entrepreneurs>

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**LEGAL UPDATES**

**Acas workplace trends report published**

Acas has published its Workplace Trends 2016 report, which identifies key issues that will impact on workplace relations in 2016.

The report considers the impact of the National Living Wage on both employers and low-paid workers, the introduction of the Trade Union Bill, which is currently progressing through Parliament, and the increase in the use of zero-hours contracts. The report also includes advice from several experts regarding leadership, communication and best practice behaviour for the workplace.

For further information about the report, go to:  
<http://www.acas.org.uk/index.aspx?articleid=5583>

**Flexible working favoured over pay increases**

A Job Exodus Trends poll carried out by Investors in People has revealed that 34% of employees surveyed would prefer to be offered flexible working than a 3% pay increase. The survey also revealed that 28% of those surveyed would rather have clear career progression and 24% would sacrifice a pay increase if their employer invested more in training and development.

Almost half of the UK workforce acknowledged that they would be looking for a new job in 2016, with 43% of those citing poor management as the main reason they wished to change jobs, followed by feeling undervalued (39%) and unsatisfactory pay (38%). One in five employees felt that their workload was too high and 23% of employees were concerned by a lack of career progression.

For further information about the poll, go to: <http://www.hrmagazine.co.uk/article-details/34-of-employees-would-prefer-a-more-flexible-approach-to-working-hours-than-a-pay-rise>

**BIS confirm delay in Online Dispute Resolution**

The Department for Business has confirmed that the introduction of online dispute resolution will be delayed until 15 February 2016. This delay is due to other EU member states not being able to meet the original deadline of 9 January 2016.

Once online dispute resolution is implemented, online traders will be required to provide a link on their website to an EU-wide ODR platform. The online dispute resolution platform will provide a way for traders to resolve any disputes with consumers based in other EU countries.

For further information on the delay, go to:  
<https://www.businesscompanion.info/en/news-and-updates/online-dispute-resolution-platform-postponed>

### **New laws proposed to encourage cross-border online shopping**

The European Commission has published draft legislation as part of its Digital Single Market strategy. If implemented, the legislation would harmonise consumer law in relation to online shopping throughout the European Union, which the Commission hopes would result in more consumers purchasing goods online from traders in another member state.

Although 50% of consumers in the EU shopped online in 2014, only 18% purchased goods from a retailer in another EU country, and just 12% of EU retailers sold goods online to consumers located in other member states.

Read more about the draft legislation at: [http://europa.eu/rapid/press-release MEMO-15-6265\\_en.htm](http://europa.eu/rapid/press-release_MEMO-15-6265_en.htm)

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### **EU trade mark reforms finalised**

Reforms to the EU trade mark system have been approved by the European Parliament. The changes, which include a new Trade Mark Directive and amendments to the Community Trade Mark Regulation, will mainly reform governance issues.

Under the reforms, national laws will be aligned with European legislation, proceedings will be modernised, and firms will benefit from increased legal certainty when applying for and enforcing an EU trade mark. A consultation on how to implement the reforms in the UK is expected early in 2016.

Read more about the reforms at: <https://www.gov.uk/government/news/changes-to-eu-trade-marks-finalised-greater-clarity-and-certainty-for-uk-business>

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## **TAX AND MONEY**

### **HMRC introduces new improved guidance on business expenses**

Following the successful launch of its e-learning '*Tax guide for the self-employed*' towards the end of last year, HMRC is inviting *Enterprise Weekly* readers to preview its latest guide which covers allowable business expenses for the self-employed.

Covering pre-trading expenses, 'day to day' revenue expenses, capital allowances and using flat rates or 'simplified expenses' this guide will also show what to claim for items that are used both for business and privately.

With useful, up to date guidance and case studies to aid understanding, this interactive, flexible and easy to use guide offers support and reassurance for self-employed people. HMRC will continue to update and improve this guide based on feedback from users.

Access the 'Business Expenses for the Self-employed' guide at:  
[http://www.hmrc.gov.uk/courses/SYOB3/syob\\_3\\_exps/html/syob\\_3\\_exps\\_menu.html](http://www.hmrc.gov.uk/courses/SYOB3/syob_3_exps/html/syob_3_exps_menu.html)

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### **Consultation on reformed NICs for the self-employed**

HMRC, HM Treasury and the Department for Work and Pensions have launched a consultation on plans to reform National Insurance contributions for the self-employed. The reforms include the abolition of Class 2 NICs for the self-employed and the introduction of a new contributory benefit test for Class 4 NICs.

The Government is seeking feedback on the proposals from the self-employed, their agents and the organisations that represent them. The consultation closes on 24 February 2016.

For further information, go to: <https://goo.gl/Fru71Y>

### **Draft Finance Bill 2016 published**

HMRC has published draft legislation for the Finance Bill 2016 for consultation. The draft legislation includes details of the changes to the taxation of dividends and the introduction of a new dividend allowance and new rates of income tax on dividends. Also included is the introduction of a statutory tax exemption for certain trivial benefits in kind, and the subsequent removal of the reporting requirement for employers relating to these benefits.

Further information has also been published about tax relief for travel and subsistence for anyone working through personal service companies and employment intermediaries. The draft legislation also covers the introduction of digital tax accounts and the requirement for most businesses and the self-employed to provide information via their digital tax accounts to HMRC at least quarterly. The closing date for the consultation on the draft legislation is 3rd February 2016. The final details of the Finance Bill 2016 will be confirmed in the next Budget.

For further information on the Finance Bill 2016 go to:

<https://www.gov.uk/government/publications/finance-bill-2016-draft-legislation-overview-documents>

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## **HEALTH AND SAFETY UPDATE**

### **HSE to engage stakeholders in its strategy development**

The Health and Safety Executive has published details of its strategy for the next five years, and has promised to engage employers, workers and other key groups in its development. The strategy covers six themes including supporting small firms, enabling productivity through proportionate risk management and promoting broader ownership of workplace safety and health.

Information about how to get involved is expected to be tweeted in the next few weeks under the hashtag #helpGBworkwell.

Read more about the strategy at: <http://www.iosh.co.uk/News/IOSH-welcomes-new-five-year-health-and-safety-strategy-plans.aspx>

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## **RETAIL SECTOR NEWS**

### **Smaller e-retailers reveal growing business confidence**

According to the Royal Mail's annual tracker study, smaller e-retailers are growing in business confidence, with eight out of ten positive that sales will increase in 2016. This outlook stems from the success in 2015, when more than 74% of e-retailers experienced an increase in sales.

To maintain this trend in 2016, 70% of online retailers are planning to expand the number of channels they are selling through, with 85% of these planning to list on additional online marketplaces and 50% intending to launch their own website.

For more information on the study, go to: <http://www.royalmailgroup.com/uk-sme-e-retailers-reveal-growing-business-confidence-2016>

### Investment in convenience stores recovers while staff hours decrease



Convenience store owners spent more than £157 million on improved services, such as better refrigeration and signage, from September to November 2015. On average this equates to independent retailers spending around £2,100 per store. This exceeds investment levels from June to August 2015 by 33%, according to the Association of Convenience Stores Investment Tracker published in December 2015.

Only 7% of convenience store owners had raised staff hours in 2015. The ACS attributes this to the effect of preparations for the increase in costs due to the introduction of the National Living Wage for workers aged 25 and older, and the discontinuation of retail rate relief in England from 1st April 2016.

For further information about the ACS Investment Tracker, go to: <http://goo.gl/bQ42mu>



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