

South and East Yorkshire

# Enterprise Weekly

The definitive small business e-newsletter

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

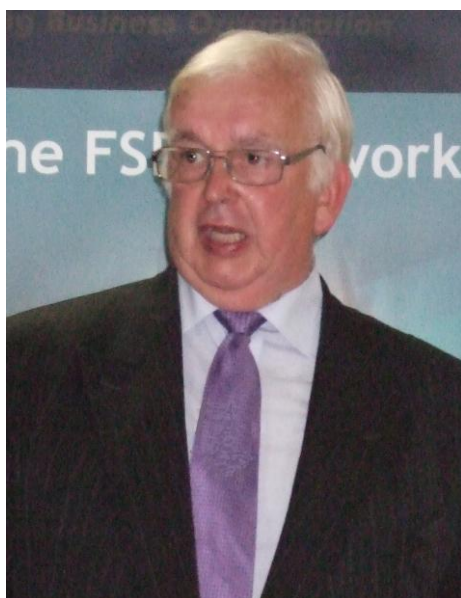
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## Enterprise Weekly CHAIRMAN'S NEW YEAR'S MESSAGE

### FSB Regional Chairman's New Year message



Gordon Millward

2016 will be a year of big decisions for small businesses. In November FSB updated our brand to reflect the UK's dynamic and changing small business sector. More and more business is being conducted online and the entrepreneurs leading it are more diverse than ever before - as are the business models they rely on. Our members expect more from us: we can't just be the voice of small business anymore - they want us to be experts in business too - offering more advice, further support and taking greater leadership on the issues which matter to them. This is the sort of ongoing change any successful business needs to take in its stride.

Last year we saw a change to the UK Government, and the first majority Government elected since 2005. 2016 will see elections for local authorities and Police and Crime Commissioners across our region. Each of these will set the political agenda

for small business, putting in place Mayors, Councillors and Commissioners who will all take decisions that impact on small firms and change the business landscape. We may even see the scheduling of a referendum on the UK's membership of the European Union. FSB will be monitoring events closely, making sure small businesses are at the heart of the debate and our voice is heard, and challenging those standing for election to demonstrate they have solutions to the real problems small business face, such as late payment or poor access to finance.

This year will see the introduction of new policies like the National Living Wage, the small business rollout of the workplace pension, changes to dividend taxation, and the introduction of the Apprenticeship Levy. Each of these changes will bring their own challenges and require all businesses to adapt - but they also present opportunities.

It's right for businesses to share the fruits of success with their staff, help them save for retirement and invest in training the next generation of employees. But some businesses, particularly in retail, health and social care will struggle to make the changes needed to meet this challenge. However the change will also force innovation to improve productivity and find new ways to do business. FSB's role will be to make sure that where change is proposed, it is well thought-through and small businesses are properly consulted and supported. Our grassroots are what make us different, and the evidence we source from our membership will be invaluable to policy makers in 2016.

In March we will be in Glasgow for our annual UK National Conference, with blockbuster political speakers to be announced. Members will be listening hard, and expressing what they need to drive the economy. I'm sure 2016 will involve both new challenges and opportunities – but we've never been afraid of change.

## Enterprise Weekly FORTHCOMING EVENTS

### What can your MP do for you?



*John Healey 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>

### Free information sessions for Sheffield businesses

Business Sheffield will be presenting a programme of expert-delivered business information sessions throughout the first quarter of 2016.

13 January - *Creating a brand*

15 January - *Social Media*

19 January - *How to run a successful crowdfunding campaign*

20 January - *Winning new customers via the telephone*

21 January - *Maximising your website*

27 January - *How to sell face to face*

- 2 February - *Retail insights course 1: marketing, media and customers*
- 5 February - *How to safely produce food*
- 16 February - *AdWords traffic that converts to business*
- 18 February - *Social media*
- 24 February - *Employing people for the first time*
- 2 March - *De-mystifying search engine optimisation*
- 4 March - *How to safely produce food*
- 8 March - *Basic book keeping*
- 15 March - *How to get low cost, positive and effective PR and media exposure for your business*
- 21st March - *Social media*
- 22nd March - *Landing pages – the cheaper and more effective alternative to a new website*
- 23 March - *Retail insights course*

All events are free of charge. For further information or to reserve yourself a place simply call the Gateway on 0800 043 55 22 or 0114 224 5000.

### Join us online at the FSB Policy Conference 2016



Building on the success of our first Policy Conference in 2014, FSB is hosting its second Policy Conference “*Small Business 2020: inspiring growth, innovation and ambition*”. This event will be held on Tuesday 2 February and once again you have the opportunity to join and take part live in the debate via the Conference Website and Social Media.

In a rapidly changing business environment, the event will see key politicians, business leaders, policymakers and FSB members come together to set the small business policy agenda for the future. The day will be hosted by leading BBC business presenter, Steph McGovern. The conference will include three high level sessions which will focus on three key issues:

- Rebalancing the UK economy
- High-growth, global future for small businesses
- Growing tomorrow’s entrepreneurs - innovation and competition

Why wait to start discussing the key issues that the event will consider? Find out more and to register at: <http://www.fsb-policy-conference.co.uk/>. Join the debate now by following [#FSB2016](#) and tweeting [@fsb\\_policy](#).

### 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>

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### **Tech Nation visa scheme advice surgery**



The new Tech Nation Visa Scheme to attract and retain the best global tech talent has been welcomed by businesses across the UK. The scheme encourages people with high level skills in enterprise or technology, to develop their careers and companies in the UK.

Candidates should have a proven track record as a director, founder or employee of a digital technology sector company, or be able to demonstrate work that has contributed to the advancement of the sector. There is also a consideration for those who show the 'potential' to become leaders in the sector, but may not have made it quite yet. For the first time, the Home Office will also be able to receive connected applications from startup teams who want to move together.

Tech North is trialing free 'Visa Surgeries' to help businesses and potential applicants understand whether this route is right for them, and help them to get their application off on the right foot. The 30 minute 'Office Hours' style sessions, will be held on 2 March at the Electric Works in Sheffield. They are free and open to individuals or companies in the North's digital tech community, and those looking to relocate to the Northern cities and surrounding areas.

The sessions can be booked at: <http://technorthhq.com/tech-north-visa-surgery-sessions/#>

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### **Three proves to be magic number for Human Recruitment**



*Amy Stephenson*

A South Yorkshire recruitment company is hoping to share secrets to health, wealth and happiness with local entrepreneurs by bringing together three inspirational leaders from across the region to kick-start the New Year in style.

2016 will see Human Recruitment celebrate its third year in business and to mark the occasion entrepreneur Amy Stephenson will be joined by Fiona Lowe, Head of HR at Westfield Health, Julie Robinson founder of Footprints Accountancy and Jill Thomas, President of Sheffield Chamber of Commerce and Managing Director of Future Life Wealth Management.

The special event will take place at the Advanced Manufacturing Park and is free to attend, although it is hoped participants will support charities Rotherham Hospice, Sheffield Children's NHS Foundation and Tomorrows People.

Amy Stephenson, founder of Human Recruitment, said: "Launching Human Recruitment has been the biggest challenge of my career to today. I started the business after facing

redundancy and equipped with just a small amount of working capital, a computer and an idea, the business has grown from there and I'm hoping that 2016 will be our most memorable year to date.

"I wanted to invite others who from the local business community, or those who are considering doing so in the New Year to come along and take part in our special anniversary event. The three individuals which are speaking have all inspired and influenced my business journey to date and as the business starts its third year of trading I felt it was a great opportunity to share some their secrets to success whilst supporting local charities which benefit the communities we serve."

Health Wealth and Happiness will be held from 8.00 to 10.00am on Friday 15 January at the AMP Technology Centre, Advanced Manufacturing Park. A charity donation of £5 has been suggested.

To reserve a place email: [hello@humanrecruitment.co.uk](mailto:hello@humanrecruitment.co.uk) or call 01709 717212 before 10 January.

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### **Business event offers chance to inspire next generation of apprentices**



Organisers of a popular business event are inviting companies from across the Sheffield City Region to inspire this year's school leavers and give them an opportunity to build their future career.

*'Apprenticeships: Be Inspired'* returns to Sheffield next March, the event will give businesses thinking of recruiting apprentices over the summer months in 2016,

a chance to meet school Y11s, Y12s and Y13s from across the Sheffield City Region. Organised by Skills Made Easy, a unique programme funded by the Sheffield City Region Local Enterprise Partnership, the popular event saw more than 500 school leavers attend this year's event, with more than 200 apprenticeship vacancies on offer from local and national employers.

Taking place at Ponds Forge on Wednesday 2 March 2016 between 1.30 and 4.30pm, businesses thinking of recruiting an apprentice in 2016 can apply for a free exhibition stand at the event and a fantastic opportunity to meet a very high standard of candidate. For the first time the event will be open to employers from across the whole of the Sheffield City Region, with school leavers from Sheffield, Rotherham, Barnsley, North East Derbyshire, Bolsover, Bassetlaw and Chesterfield also attending.

Over the past three years, Skills Made Easy has helped more than 1300 young people into an apprenticeship, whilst helping employers to overcome skills shortages. One company which benefitted directly from the last event was regional accountancy practice BHP Chartered Accountants.

To book a stand please contact the Skills Made Easy team on 0114 273 6559 or email [apprenticeshipready@sheffield.gov.uk](mailto:apprenticeshipready@sheffield.gov.uk).

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### **The HR Exchange monthly network**

The HR Exchange is a free monthly workshop presented by leading recruitment group Brewster Pratap, and niche employment law specialists, Bhayani HR and Employment

Law. This network offers delegates the opportunity to gain valuable advice and information from employment and HR professionals in a relaxed round table format, as well as a chance to share experiences with other delegates in various industry sectors.

The next event is on 27 January (in Sheffield) and 24 February (in Doncaster) focusing on "Protecting your Organisation". The event will look at ways to protect against inappropriate social media postings, anti terrorism and child sex abuse grooming, all from the perspective of employing people.

Further details are available at: <http://bhayanilaw.co.uk/wp-content/uploads/2015/12/HR-Exchange-programme-2016.pdf>

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## REGIONAL AND LOCAL NEWS

### **£36.2m Hull music venue to be built by Bam Construction**



Bam Construction has been appointed by Hull City Council to build a new, state-of-the-art music, events and conference centre in the city.

BAM, whose previous projects include the First Direct Arena in Leeds and One Angel Square in Manchester, will begin work immediately on Stage 1 of the project involving preliminary, pre-

construction services.

Proposals for the new venue aim to attract major events, conferences and music concerts to Hull, and are integral to Hull's legacy planning following from its year as UK City of Culture 2017. Detailed feasibility studies and market testing show that the facility will inject £13.5m into Hull's economy annually, delivering 30 full-time jobs with 100-150 temporary jobs on event days.

The centre will include a 3,500 capacity concert auditorium, with the flexibility to reduce to a 2,500 all-seated event and a 2,000m<sup>2</sup> exhibition space, plus an 800 capacity conference auditorium. Hull City Council has committed £36.2m towards the cost of building the complex on the site behind Princes Quay shopping centre, where new retail facilities and a hotel are proposed.

Situated close to the key road and rail routes in and out of Hull, the new Hull Venue will revitalise and reconnect the city centre by providing a link between the historic Old Town, the 1950s-built 'new town' and the city's transport interchange and St. Stephen's shopping centre. The aim is to provide an iconic landmark for visitors travelling to and through the city, as well as offering conference delegates and gig-goers spectacular views of Hull Marina.

Work on the development will begin later in 2016, with completion scheduled for early 2018.

Read more at: <https://goo.gl/IM3ksD>

### **Is EU regulation a barrier to innovation?**

Companies regularly raise concerns that EU regulations are acting as barriers to innovation. Following the remark by the European Commissioner for Research, Science

and Innovation, Carlos Moedas, that “we need to do more to create a regulatory environment for innovation to flourish”, the Commission is looking into this issue to identify any specific regulatory barriers companies are facing when seeking to innovate.

The Commission has therefore published a short questionnaire and would appreciate your views on this important issue. Closing date is 13 January.

Please complete the questionnaire at:

[http://www.bradford.gov.uk/surveys/eubar/are\\_eu\\_regulations\\_acting\\_as\\_barriers\\_to\\_innovation.htm](http://www.bradford.gov.uk/surveys/eubar/are_eu_regulations_acting_as_barriers_to_innovation.htm)

### Gold for Goldings in IAB Awards



*Vic Golding receives his award from Janet Jack*

FSB member Vic Golding of Hull-based Golding Computer Services is celebrating after winning yet another award for its high quality accounts training offered in partnership with Sage and the International Association of Book-keepers (IAB). Vic visited the House of Commons to receive a UK Gold Centre award from IAB Chair (and National Treasurer of the FSB) Janet Jack.

Goldings achieved IAB Silver status for 2013–2014 and had previously won two other IAB awards for delivering courses in Computerised Accounting for Business.

The IAB is the leading UK and international professional body for people who provide book-keeping and related accounting services to small businesses. Through its Ofqual accredited qualifications and its CPD activities, the IAB aims to meet an extensive range of business skills needed by young people and adults and for those starting up or developing a small business. In 40 years, 150,000 students have gained IAB qualifications, including 25,000 throughout Europe.

Malcolm Trotter, Chief Executive of the IAB, said: “Golding Computer Services has once again demonstrated consistently high standards of performance and was awarded the title for its outstanding achievements with regards to its clients studying for IAB qualifications”.

Vic Golding said: “We are delighted to be recognised in an awards scheme which is very competitive and promotes excellence among educational institutions and other training organisations around the world. Above all the award should give our trainees and their employers confidence that they are learning to a very high standard.”

### Nominate now for East Riding of Yorkshire Council Chairman’s Awards



East Riding businesses are encouraged to make a nomination for the prestigious Chairman’s Awards, which are now into their seventeenth year.

East Riding of Yorkshire Council presents the Chairman's Awards to individuals,

businesses and organisations within the East Riding in recognition of their achievements towards enhancing the well-being of the area in which they work and live. The awards are split into five categories: community, built heritage, environment, business and sport.

The business category celebrates businesses who have helped the economy flourish. This can include expansion, creation of new jobs, investing in the training of employees or demonstrating innovation in production techniques or new products.

There are two categories: under 50 employees and over 51 employees. To nominate a business visit: [www.eastriding.gov.uk/chairmansawards](http://www.eastriding.gov.uk/chairmansawards).

### **Police funding in South Yorkshire – your opportunity to speak out**



One of the responsibilities of the Police and Crime Commissioner is to set the annual budget for policing. A small proportion of the cost of policing is paid from council tax (25%) with the rest coming directly from the Government via the police grant (75%). The local council tax element – the precept – is set by the Police and Crime Commissioner.

The Government recently announced that there would be no cuts to police funding next year. This was a little misleading. What has now become clear is that the police grant will be reduced by £1m and there will be no provision for inflation - such as increases in salaries and additional demand on police services, which comes to about £7-8 million.

The South Yorkshire Police and Crime Commissioner has a statutory duty to consult the public and businesses on the council tax precept. He has therefore published a short questionnaire to hear your views.

The questionnaire can be accessed at:

<https://www.surveymonkey.co.uk/r/PoliceBudgetConsultation2016-17>

### **International speedway star seeks business sponsorship**



Richard Hall has signed for the Sheffield Tigers speedway team for the 2016 season in the British Premier League and is on the lookout for business sponsors.

Richard started racing at the age of seven. As a junior he won the British Championships three years in succession. At 17 he made his debut in the Premier League riding for Newcastle and won a league champion's medal. In 2006 he moved to Peterborough, once again helping the team to become league champions. Richard's knack of riding for league championship-winning teams may well continue in 2016, when a new-look Sheffield team is much fancied to be pressing for silverware.

As well as his speedway activities, Richard also competes in the World Longtrack Series where he finished third in 2013 and in this year's World Team Cup scored maximum points for his country to help

Great Britain become World Team Champions for the first time.



Any business wishing to sponsor Richard in 2016 would see their logo on his vans and race gear and would have entry to Sheffield's speedway matches for themselves and a guest whenever they want a night of exciting speedway action.

Richard is a great sponsorship prospect for any business owner who wants to gain a sporting profile and potential sponsors should ring Richard on 07702 496088. If you want to know how good he is, watch this:

<https://www.youtube.com/watch?v=vqogJAPDL8c>

### **Pioneering support for social entrepreneurs in Hull**



UnLtd is a national charity that supports individuals interested in setting up a social venture in and around Hull. They are currently seeking potential and existing social entrepreneurs who may be eligible to apply for an UnLtd Award (grant): this is a great opportunity for the young people of Hull. They are

also to join the Hull Youth Enterprise Partnership and looking to work with the John Cracknell Youth Enterprise Bank.

The UnLtd Awards come in three brackets: 'Try It' - pre start stage awards of up to £500; 'Do It' - start-up stage awards of up to £5,000 and 'Build It' - growth stage awards of up to £15,000.

Further information on these awards can be found at: <https://unltd.org.uk/>

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## **NATIONAL NEWS ROUND-UP**

### **Employers advised to prepare for National Living Wage**

The Department for Business has advised employers to begin preparing for the introduction of the National Living Wage. The National Living Wage is set at £7.20 per hour and comes into force on 1 April 2016 for employees aged 25 and over. The Department for Business is advising employers to identify all eligible employees, communicate the changes to them as soon as possible, and update their company payroll accordingly.

This follows the publication of the results of a survey by The Department for Business about the introduction of the National Living Wage. The survey revealed that only 45% of employers had updated their payroll and only 39% had communicated the change to their employees.

For further information about the National Living Wage, go to:

<https://www.gov.uk/government/news/be-prepared-to-pay-new-national-living-wage-government-urges-britains-bosses>

### **Up and coming employment legislation**

The following employment legislation has now been confirmed as coming into force in the early part of 2016:

- The Small Business, Enterprise and Employment Act 2015 (Commencement No. 3) Regulations 2015 bring into force on 1 January 2016:
- The Exclusivity Terms in Zero Hours Contracts (Redress) Regulations 2015 will come into force on 11 January 2016.

- The Public Interest Disclosure (Prescribed Persons) (Amendment) (No. 2) Order 2015 will come into effect on 1 February 2016.
- The National Minimum Wage (Amendment) Regulations 2016 will come into force on 1 April 2016.

Full information at:

<http://www.fsblegalinfo.org.uk/LegalNews/Pages/New%20employment%20legislation%20due%20in%20force%20in%202016.aspx>

### **62% of business owners make critical decisions on their own**

According to a survey by AXA PPP healthcare, 62% of small business owners make difficult business decisions on their own, with 9% having nobody to turn to for advice.

Of those who have access to support, 19% would rely on other directors or business partners if they had an issue, 16% would use a networking organisation to talk to fellow business owners, and 21% would rely on family to help them with their decisions. The survey also found that 16% of business owners would like more help with business planning, 42% would like more support to run their business, and the same number would like better help with accessing finance. When asked about the main business pressures they were facing, 13% cited cash flow, and 11% cited meeting regulatory requirements.

For further information about the survey, go to:

<https://www.healthinsurancedaily.com/health-insurance/product-area/occupational-health/article474936.ece>

### **Only one in ten self-employed individuals contributing to a pension**

The number of self-employed individuals contributing to a pension has fallen significantly over the past decade, according to pension provider Prudential.

An analysis of HMRC and Office for National Statistics data, carried out by the Prudential, revealed that only one in ten self-employed individuals contributed to a pension in 2013/14, compared to one in three in 2001/02. The analysis also found that the total value of self-employed pension contributions has fallen by 35% over the past 12 years.

Vince Smith-Hughes, a retirement expert from Prudential, said: "It is understandable that re-investing any spare cash into a business is a priority for many entrepreneurs, especially in the years immediately after setting up a company. However, every year that goes by without making any pension contributions is a year less for any savings to grow and help provide for retirement."

For further information, go to: <http://www.mindfulmoney.co.uk/economy/proportion-of-self-employed-making-pension-contributions-plunges-dramatically-since-2001>



Enterprise Weekly  
**LEGAL UPDATES**

### **Acas publishes workplace disability discrimination guide**

Acas has published a new free guide, 'Disability discrimination: key points for the workplace', to help employers identify, prevent and deal with disability discrimination.

The guide covers different types of discrimination such as direct discrimination or failure to make reasonable adjustments. It also explains the areas of employment where discrimination can take place, such as recruitment and dismissal, and how employers should handle complaints and grievances. Steve Williams, Acas Head of Equality, said:

"We have published this new free guide to help employers understand the basics around equality and disability discrimination, as falling on the wrong side of the law can result in a costly employment tribunal."

For further information about the guide, go to:  
<http://www.acas.org.uk/index.aspx?articleid=5566>

### **IPO warns customers not to be fooled by imitators**

The Intellectual Property Office has issued a warning to intellectual property owners about unsolicited reminders offering to renew or register their patent, trade mark or registered design for a fee.

Although the IPO is the only body that can issue reminders about UK IP rights, several intellectual property owners have been misled by 'official-looking' reminders. Anyone who has received a misleading reminder should contact the IPO at: '[misleadinginvoices@ipo.gov.uk](mailto:misleadinginvoices@ipo.gov.uk)'.

The warning is available in full at: <https://www.gov.uk/government/news/warning-misleading-invoices-dont-be-fooled>

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## **TAX AND MONEY**

### **Do you need live help with your self assessment return?**

HMRC will not send paper statements or payslips to self-assessment taxpayers to remind them of the 31 January 2016 filing and payment deadline. The only exception to this is for taxpayers who submitted their 2014/15 tax return by 31 December 2015, and who have not opted for digital-only communications from HMRC.

Anyone who needs to complete a self-assessment return must still make sure it is filed by 31 January 2016. Joining HMRC's live self assessment sessions throughout January makes perfect sense, especially if you need help to complete your return. HMRC staff will be on hand to take your questions and give answers to help you with your returns.

Webinars and videos about self assessment can be accessed at:  
<https://www.gov.uk/government/news/webinars-and-videos-about-self-assessment>

YouTube recordings for more help to get things right can be accessed at:  
[https://www.youtube.com/playlist?list=PL8EcnheDt1ziQSjJNRITtCf7XD\\_ne-IQ](https://www.youtube.com/playlist?list=PL8EcnheDt1ziQSjJNRITtCf7XD_ne-IQ)

HMRC's ready reckoner can help with budgeting for the self assessment tax bill at:  
<https://www.gov.uk/self-assessment-ready-reckoner>

### **Responsible lending rises by 45% in one year**

Members of Responsible Finance (formerly the Community Development Finance Association) lent nearly £251 million to UK firms, social enterprises and individuals during 2015. This compares to £173 million lent in 2014.

According to the 2015 Responsible Finance report, social enterprises received loans totalling £126 million, and loans worth a total of £98 million were provided to 11,440 mainstream business borrowers, including 10,000 start ups. The total number of loans made increased from 56,200 in 2014 to 57,800 in 2015.

Read more about the report at: <http://responsiblefinance.org.uk/2015/12/responsible-finance-the-industry-in-2015>

Enterprise Weekly  
**HEALTH AND SAFETY UPDATE**

**Fall in local authority health and safety inspections**

Over the last six years, the number of health and safety inspections carried out by local authorities has dropped by 61%, according to a discussion paper for the HSE and Local Authority Enforcement Liaison Committee. There has also been a 95% fall in proactive inspections carried out by local authority environmental health officers over the same period, with one quarter of councils not carrying out any proactive inspections.

Proactive inspections are carried out to prevent the occurrence of the most common infections, explosions, falls and accidents in the highest risk sectors. Reactive inspections - responding to accidents, complaints and requests - also decreased by 36% between 2009/10 and 2013/14.

For further information, go to:

<http://www.healthandsafetyatwork.com/hsw/content/council-inspections-drop-61-2010>

The HSE/HELA discussion paper is available at:

<http://www.hse.gov.uk/aboutus/meetings/committees/hela/201015/analysis-h19-01.pdf>



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