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Burgess Hill

BUSINESS PARKS ASSOCIATION

Weekly Newsletter - Every Friday Morning

Opening Remarks

People Management

One impact of the pandemic has been a greater awareness of the importance of wellbeing in the workforce, we share a detailed guide on how this can promote better productivity. Another impact, the growth of hybrid working, is addressed, looking at the challenges of managing such a workforce.

Many of our members employ foreign staff, we share details of a useful webinar covering the very large number of reforms this year with regard to work sponsored visas. Chichester College Group asks for a few minutes of your time today to complete a short employers' survey around training and apprenticeships.

Our networking event in July will have an interesting perspective on how to attract and retain the best talent. Give them the opportunity in a structured way to give back to the community, with a designated number of hours every year in their contract where they could, for example, take an hour or two off from their role with your business to conduct duties as the trustee or helper or similar at a local charity.

Company volunteering does not have to be just about team building days, painting or gardening or making meals, there can be many ways your talented staff can make a difference in their local communities. Find out how at our event at The Burgess Hill Pantry, Tuesday 9th July 8.30-10.30. [Book events here.](#)

In other news

We celebrate local business support for an invaluable Burgess Hill youth organisation, while BHBPA and Edwards were among the big name sponsors at the annual student awards at Haywards Heath College. Downlands Community School promotes their quarterly business breakfast event.

Keep the stories coming in: richard.cox@bhbpa.co.uk

We introduce you to four new members this week. Become part of the fastest growing business group in Sussex - [Join Here](#) .

BHBiz Awards

A fabulous celebration of the best of Burgess Hill business

[Download images](#)

On our website you are able to download any of the hundreds of professional images taken during the evening. Formal or informal, you'll be amazed by just how many of your best sides our photographer was able to capture.

Our images are provided FREE

We would like to thank [Gibson Blanc Photography](#) for all images. If you are using these images on your website, or on your social media, please give him his due recognition. For any of your photography needs contact Gibson: **07860 901 669**
gibson@gibsonblancdesign.com

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In the Community

Generous support from Steve Willis Training

MD Steve Willis stopped by to see Jackie Cooper, Chair at Burgess Hill Youth, to present a cheque with the funds raised at our Burgess Hill apprentice graduation.



Steve Willis with Jackie Cooper

Burgess Hill Youth relies on donations from individuals, local businesses, and other local organisations to provide amazing activities for young people in the Burgess Hill and surrounding areas.

They do an incredible job in our community!

An incredible **£1427.25** was also donated to Young Minds.

Burgess Hill District Lions Club contributed an amazing £1000! Supporting initiatives for young people. Thank you to everyone who contributed to these worthy causes!!

SW Steve Willis
Training Centres

01444 870860 / 02392 190190
info@stevewillis.com
stevewillis.com

Employers Survey

Chichester College Group - Annual Employer Survey

Chichester College Group is conducting its annual employer survey, and we would be grateful if you could take a few minutes to share your valuable feedback. Your insights are crucial in helping us ensure our programmes and services continue to meet the needs of organisations like yours.

The survey covers areas such as:

- Apprenticeships
- Sponsored High Education
- Professional Courses
- T-Level Placements
- Venues & Hires.

Thank you for your continued support of Chichester College Group.

Sincerely,

Paul Rolfe

Associate Principal, Employers & Stakeholders

If you have any questions about the survey, please do not hesitate to contact me on **01243 964057** or paul.rolfe@chichester.ac.uk

Please complete the survey by **Friday 14 June, 5pm.**

You can access the survey via the button below:



[Employers Survey
Complete Here](#)

Haywards Heath College - Stars Awards

This year BHBPA again sponsored the Science Award



The Association is always pleased to see young talent recognised.

This year the college's science award was too close to call and two students received this accolade. Excelling in chemistry and biology, Xaria Overy is looking to a career in veterinary science, while Charlie James, another outstanding biology student, is going on to study sports medicine. We wish them every success in their future careers.

New Members this week

- Burgess Hill Town Football Club
- Anger Positive
- Retire by Design
- Revive Health Fitness

Burgess Hill Town Football Club

Burgess Hill Town Football Club are extremely pleased to become a member of the BHBPA.

The club was formed back in 1882 and has been a central part of the town's heritage ever since. It's men's team currently play in the Isthmian South East League which is in Tier 8 of the English Football Pyramid (only 8 promotions to the Premier League!) and attracts an average home crowd of nearly 500. It is launching a new Women's team this summer in the Sussex County league to cater for the ever increasing demand to both play and watch Women's football.





Burgess Hill Town FC also boasts one of the largest Junior football operations in the south of England with over 550 juniors (both boys and girls) across 42 teams.



Based at its stadium in the north east corner of the town, 5 minutes' walk from Wivelsfield station, its key objective is to redevelop that site; firstly with a new 3G artificial pitch in order to increase the playing capacity.



This will be followed by the redevelopment of the stands and club house facilities in order to provide a better match day experience for the fans.

Our objective of joining the BHBPA is to raise the profile of the club's on and off field activities within its membership and find ways of connecting to the wider community within the town.

Pictured left - the four new owners of the club: David Corney, Vicky Gaffney, Vince Alfieri and Tina Alfieri.



David Corney

Our objective of joining the BHBPA is to raise the profile of the club's on and off field activities within its membership and find ways of connecting to the wider community within the town.

If you would like to get in touch and talk about any aspect of the club including the many commercial advertising and sponsorship opportunities that we have to offer then please contact me at david@burgesshilltownfc.co.uk .



Our website bhtfc.co.uk provides news about latest happenings at the club. Hope you see you at the Home Call Carpets Stadium in the not too distance future!

Anger Positive

Hello. I'm Mark Alder and welcome to Anger Positive.



Mark Alder

How can I serve you?

I'm an accredited personal development coach and consultant, with a deep personal understanding of how anger and stress can have a negative impact on our lives.

I help anyone and everyone to achieve their preferred best future with assertiveness, kindness and clarity.

I provide individual and group sessions, corporate training and certificated programmes for legally mandated clients. Sessions can be delivered via Zoom, in person or at a prearranged location.

How can Anger be Positive?

Anger is simply a feeling like all other feelings and only becomes a problem when we act our anger out. Feeling angry is a gift because it holds all the information required to know why we get as angry as we do.

Under almost every angry outburst we'll find an unmet need or underlying feelings of hurt, sadness, fear or shame. Our natural reticence to appear vulnerable often prevents us from expressing our needs or exploring our feelings.

Anger Management guides us to understand our own needs and express them in an assertive and healthy manner. It also teaches us to explore our feelings and how to tolerate those we find uncomfortable.

Anger Management affords us space and time to promote better decision making 'in the heat of the moment' – it teaches us to respond – not react. If anger affects your life, or that of someone you know, explore it with me at Anger Positive.



For a confidential deeper dive, please call **07780 977028**

Or click here: www.angerpositive.com
Everyone's Anger is Welcome Here

Retire by Design

Have you thought about what your life will look like when you decide to slow down or stop working? Are you confident you have the right plan in place to support your desired lifestyle in retirement?

At Retire by Design, we're here to help you turn those questions into a clear, actionable plan.



Harry Morgan

Based right here in Burgess Hill, we are a boutique retirement planning specialist founded by Harry Morgan, a local resident and Chartered Financial Planner with over 20 years of experience in the financial services industry.

Harry's passion is helping business owners like you plan for a secure and fulfilling future. With his extensive experience, cutting-edge planning software, and access to market-leading solutions, Harry delivers exceptional results for his clients. His dedication has earned him numerous positive reviews on Vouched For, making him the top-rated advisor in the area.

Our process begins with a simple, no-obligation 20-minute chat to see if we're the right fit for you and to address any initial questions you may have. From there, we'll schedule a more in-depth meeting to learn more about your goals and begin crafting a plan tailored to your vision of retirement.

The initial planning phase is all about helping you articulate your ideal retirement and understanding the costs associated with it. We then work out "Your Number"—the amount of money you'll need to fund your desired lifestyle for the rest of your life, free from financial worries. Without knowing this crucial information, how will you know when you're ready to retire?



Don't leave your future to chance. Reach out today at **07975 804207** or email harrymorgan@retirebydesign.co.uk.

Let's work together to design the retirement you've always dreamed of."

The Importance of Employee Wellbeing

Epassi employee benefits can help you support the health and wellbeing of your employees as part of your wellbeing strategy.

We recognise that an internal proposal is often required to secure budgets for spend on wellbeing benefits. Depending on the size of the organisation this can sometimes be a lengthy process! Particularly in the current economic climate, multiple stakeholders are often part of the decision-making process.

With long-term sickness at a record high, 1/5 UK employees affected by burnout and 4/10 sicknotes currently being written by GP's in the UK for mental health related conditions, how can you raise wellbeing on the business agenda?

We'd like to share an evidence-based wellbeing paper that we have recently published in the HR Grapevine, sharing insights and statistics on how investing in wellbeing can help both your employees and business flourish.

Download the guide to find out:

- The importance of employee wellbeing
- Key statistics
- ROI that comes with implementing a wellbeing strategy
- The biggest challenges faced by HR professionals
- How to build a business case for your organisation to implement a successful wellbeing strategy

[Click here](#) to download the full version of the Epassi wellbeing paper

Interested in learning more about our fitness and health schemes?

We offer a FREE 30-minute wellbeing review to BHBPA members and a 10% discount if you proceed to launch YourWellnessHub or our Discounts package.

Contact Abigail.birch@epassi.com



Formerly **INCORPORE** Ltd

[Contact us](#)
0345 3006474
epassi.co.uk

Download the Guide
to Employee Wellness

Net-Walking Experience

Want to embark on a scenic walking experience across the Ashdown Forest?

Revive Health Fitness welcomes you to a transformative walking experience in the heart of the Ashdown Forest. Whether you're a seasoned professional seeking new business opportunities or a community member keen to expand your social circle, walking across the Ashdown Forest provides the ideal setting to exchange ideas, gain insights and cultivate lasting connections.

'Revive' Net Walking Events

Discover the perfect blend of business connections, social interaction, community spirit and wellness, as you walk through magnificent countryside and breathe in the fresh country air.

'Revive' your personal and professional network and experience the lush greenery, open skies and wildlife, where every step brings you closer to both nature's wonders and successful friendships and business collaborations.



Henry Adekoya MD

We are hosting FREE net walking events at Ashdown Park Hotel every 2nd Friday of the Month.

Meeting at Ashdown Park Hotel (on the main garden terrace) from 10:15 am to leave prompt at 10:30 am. This will be a circular walk for around an hour. Through the picturesque grounds of the hotel and across the Ashdown Forest.

Complimentary refreshments will be served on the terrace after the walk. Book now from our website:

www.revivehealthfitness.co.uk



01342 634 556 | 07909 984 547

revivehealthfitness.co.uk

Ashdown Park Hotel, Wych Cross,
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Hybrid Working: new management skills

Hybrid working has been a key outcome of the pandemic.

It refers to working away from the workplace 2 or 3 days a week, and it doesn't seem to be going away any time soon.



Ian Mercer

But how does this affect managers?

Well some have been suggesting that hybrid working needs a new set of management skills, possibly “the greatest shift in management and leadership in 200 years” (Jo Owen, “Smart Work”, 2021: p10).

This shouldn't be too surprising as the manager is now having to balance a multitude of competing pressures.

Competing pressures for managers

- Many staff have flourished when working from home, whereas for others it's far from ideal
- The reduction in social contact can be a problem, but many have relished the lack of interruption while working remotely
- Some jobs can only be done at the workplace, but do staff see that as fair?
- Collaboration can be compromised by remote working
- Company culture – how does the manager stay connected to behaviours that are happening out of sight?
- There is a risk of remote workers being overlooked for promotions and being out of the loop in decision-making
- There are cost savings of not commuting to work, but why should only remote workers benefit?
- Some organizations have chosen to save money by consolidating office space, but this can have a disproportionate effect on some staff commutes
- Is remote working a perk, or is it a requirement? Which is fair?

Trust and communication

Hybrid working also relies heavily on two critical factors: managers having trust in their staff, and being sophisticated in their communication.

Executive Coaching

So, do you feel prepared for these new management skills? If not, Executive Coaching is a powerful, personalised management development tool that might just help.



merceric
Executive Coaching

Ian Mercer, Merceric Executive Coaching (BHBPA Member)

www.merceric.co.uk

ian@merceric.co.uk

07505 19 33 11

Downlands Business Breakfast

I would like to invite you to our Business Breakfast on Friday 28th June

This is an opportunity for local businesses to come together to network. It is being held in the STEM Suite at Downlands Community School from 8-10am.

RSVP

Holly Spahiu

(01273) 845892 x205

HSpahiu@downlands.org



Downlands Business Breakfast

Friday 28th June 2024

8-10am

Join us for breakfast, meet local businesses, large and small, and grow your own professional network.

STEM Suite, Downlands Community School,
Hassocks, BN6 8LP

Please share with your colleagues and friends!

RSVP to Holly on hspahiu@downlands.org



Business Immigration

Business Immigration: Summer essentials update

WEBINAR

Adam and Alexei will be holding the next in our series of Business Immigration updates online on Tuesday 16 July.

It is free to attend and not to be missed if you are involved in UK visa sponsorship.



DATE Tuesday 16 July 2024

TIME 11.00am - 12.00pm

SPEAKERS

[Adam Williams](#)

Partner, Immigration

[Alexei Zuyev](#)

Senior Associate, Immigration

2024 has seen an unusually large set of reforms to the work visa sponsorship rules (particularly in respect of Skilled Workers visas, but also other non-sponsored categories).

With the majority of these changes having come into force in April 2024, Adam and Alexei will review the key reforms and assess the impact for employers in practice.

2024 is also an election year and so there is plenty to talk about in terms of possible further changes after 4 July.

Adam and Alexei will cover a range of topics including:

- The new pay requirements for Skilled Worker visas, and how they impact on migrant workers already in the route prior to April 2024
- The change to Standard Occupational Classifications from SOC 2010 to SOC 2020 (including the new coding tool, and how to assess the new equivalent SOC code to one already sponsored)
- Changes to the tradable points for Skilled Worker visas, including new Options F to J, and the impact of reforms on health and care roles
- The successful court challenge to the UK's EUSS, and what this means for individuals already with, or looking to obtain, status under the scheme
- What the future might look like after the general election in terms of work visa sponsorship, and how this should inform your recruitment strategy.



DMH Stallard

Brighton - Jubilee St | Brighton -
Old Steine | Gatwick | Guildford
Horsham | Hassocks | London

[Book Here](#)

BH Pantry - July Morning Networking

Come and join us at the Burgess Hill Pantry, 25-29 The Martlets Burgess Hill

Tuesday 9th July from 8.30-10.30am

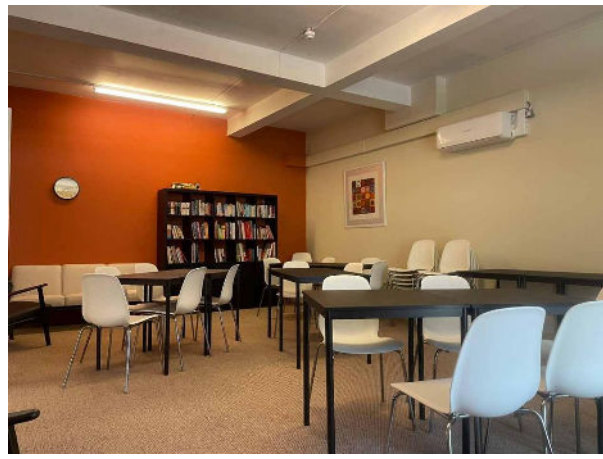
You are invited to find out more about employee volunteering across Mid Sussex.

How can the charity and business sector work better together to remove barriers so anyone can volunteer? We'll have a speaker from [MSVA](#) on hand to explain more.

There will also be a short presentation from Claire Fuller about the invaluable service the [BH Pantry](#) provides and a tour.

Find out more about the work placement students from Woodlands Mead who have been assisting in the Pantry as well, with David Hills providing insights into Accessible Apprenticeships.

Book the BH Pantry event [HERE](#)



Tea, coffee and some breakfast pastries will be provided in the light and airy community room.

There will also be a tour of this outlet, an important and impactful part of the local community, giving dignity to hundreds facing food poverty.



Summer Hog Roast - July Evening Networking

Free for all BHBPA members - Last year the event was a sell out with 60 guests

Wednesday 17th July from 5pm-7.30pm
BHBPA's summer networking event in July is a fabulous hog roast and garden party!

Generously provided by Dee and Lance and the team at [The Woolpack](#).

Slow roasted for eight hours by Lance and his team, the hog roast will be served with baps and accompaniments including potato salad, green salad and of course, apple sauce!

Networking in the pub garden and terrace.

This event is one where it's all about the networking, in convivial surroundings, with no presentations. Just some great food and a big crowd expected.

Book the Hog Roast event [HERE](#)



Plumpton Racecourse - September

A BHBPA breakfast event in the Owners & Trainers Lounge

Tuesday 17th September from 8.30-11.00am

We will be announcing an interesting morning with one or two additional presentations.

We'll hear first from Jacqueline Hill who will give an introduction to the racecourse and what it offers. She'll be showing a short and exciting video of what makes this place so special.

Buffet breakfast kindly provided by [Plumpton Racecourse](#)

Book the Plumpton event [HERE](#)



The visitors car park - follow signs upon arrival. Or Plumpton train station is just 5 mins away.

All Upcoming BHBPA Events

18th June
5.00 - 7.30pm

Ridgeview Wine Estate

Tasting, Tour & Networking.

Hosted in one of pavilions at the Rows & Vine restaurant.

SOLD OUT

9th July
8.30 - 10.30am

Burgess Hill Pantry

Free for members

With a presentation also from Mid Sussex Voluntary Action and Woodlands Mead SEN School.

17th July
5.00 - 7.30pm

Hog Roast at The Woolpack

Free for members

Our very popular summer networking event

17th September
8.30 - 11.00am

Breakfast Networking at Plumpton Racecourse

Free for members

Speakers to be announced

Please book our events on our website

Whether it's an online event, or a site tour at one of our members, or a networking event at a venue. We need to know how many are attending. Spaces can sometimes be limited and we are finding increased demand. So book early!

Book all Events - [CLICK HERE](#)

Closing Remarks

We are keen to hear your stories, awards won, apprenticeships completed, sustainability improvements, your involvement with local schools and all and everything going on in various business parks in and around the town.

Let's celebrate your successes and achievements!

Deadline for copy each week is Thursday noon.

Contact me directly - richard.cox@bhbpa.co.uk



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