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Burgess Hill

BUSINESS PARKS ASSOCIATION

Weekly Newsletter - Every Friday Morning

Opening Remarks

Urgent infrastructure review requested

BHBPA addresses the water tanker problem on Sheddingdean. We have a full report on excessive tanker traffic, poor operating standards and inadequate infrastructure, namely the provision and location of water hydrants. We are also reviewing reports that emergency fire hydrants on Victoria Business Park were not all serviceable during last year's fire at Capital Hair & Beauty.

In other news

Be prepared for when tax goes digital. A useful guide to improving cashflow is offered. A very of-the-moment webinar about sexual harassment in the workplace happens next month. We show how business can make an impact in the classroom and we celebrate new talent joining a local law firm.

There's a warning about the human factor in your cybersecurity measures. For any member involved in textiles - a grant from Innovate UK is available and we have the latest quarterly Bank of England report.

In between all the hard-hitting business news we have space this week for a poem.

Find out how company volunteering can improve the recruitment and retention of staff, come to our event at The Burgess Hill Pantry, Tuesday 9th July 8.30-10.30. [Book events here.](#)

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

Become part of the fastest growing business group in Sussex - [Join Here](#) .

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Just like the one below these always have a link embedded. Increase awareness of your brand among our regular readers. With 800+ subscribers, every week we average about 300 'opens'. These readers also share this content with others.

There is no newsletter during the month of August. The newsletter season starts again in September. You can change the artwork every month and embed different links. The adverts are rotated every month, so one month your banner will appear first, the following month second, then third.

For regular readers, you'll know that interesting content doesn't just get shown at the top of the newsletter, it appears throughout.

There is only one banner space now available

You have to book this as a three month blocks, with the exception of June-July.

- Dec-Feb: £180
- Mar-May: £180
- June-July: £120

Contact: richard.cox@bhbpa.co.uk

Unsuitable for Water Tankers

Our busy business parks were not designed as water extraction sites



This is just a small collection of dozens of images of waiting and loading tankers. Above we see two tankers waiting. Many thanks to various businesses and staff on Sheddingdean for keeping a daily photo log of what is going on.

Excessive use of the Sheddingdean water hydrant facility

Many of the businesses located on the Sheddingdean Business Park have deliveries that arrive on large semi-articulated trucks. This is all part of their normal day to day operations. There is limited on-street parking spaces for staff and customers in this part of town.

However, we have seen in recent months multiple tankers, sometimes three waiting at any one time, especially early morning. Every day, throughout the day, there are tankers arriving to load up with water. The use has escalated significantly in recent months. Tankers are also using the site on Saturdays.

Blocking access & considerable disruption to many local businesses

- Tankers visits are very frequent during the day.
- Tankers often block the only access road to a busy industrial park.
- Sheddingdean businesses report not being able to take deliveries from articulated lorries due to tankers waiting nearby.
- Pavements blocked by hoses causes nearby staff and local residents to walk in the road – this is an immediate and urgent safety concern for pedestrians, further highlighting how this site is unsuitable for large scale water extraction.

Poorly maintained and poorly used equipment by contractors

- Faulty hoses with a large number of large holes causing excessive water runoff around the hydrant area.
- Pedestrians, cars and other road users are sprayed unnecessarily and frequently. Water jets from leaky hoses will often extend 3m in the air over to the other side of the tanker.
- The excess run off sits in the area, an almost constant flooding of this part of the pavement.
- In winter, this water causes significant ice build-up which builds up across the entire road. This is a hazard to pedestrians and to all road vehicles.
- On June 5th it was reported by a local resident that the hydrant had been left running. This is an unacceptable professional operating standard. It was eventually shut off by a local resident.
- Rude tanker operator crews. We have a report of a local resident, a grandmother walking a pram, who was subjected to foul language after remonstrating about hoses across the pavement.

Destruction of the built environment

- The excessive and escalated use over the last six months has resulted in the

- The excessive and escalated use over the last six months has resulted in the collapse of the pavement on several areas of Sheddingdean where tankers queue and fill.
- We have informed the WSCC Roads & Highways team of this damage and addressed this issue to South East Water. Inspections are now taking place. We call for the damage that has occurred to be repaired.

Inadequate response from South East Water

"Good morning Richard,

Thank you for the information below / attached.

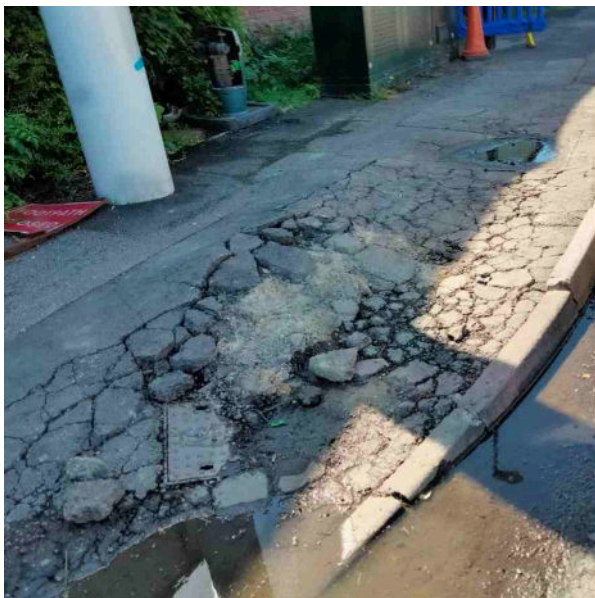
I have chased this with our compliance company who has since contacted a few of the companies which have been using the hydrant on Marchants Way.

The contractors were under the impression that the preferred alternate hydrant in Charles Avenue was broken, they have now been advised that this is not the case and the hydrant has been fixed and working since mid-April. The contractors have been advised that the hydrant in Charles Avenue is to be the main filling point and not Marchants Way.

It has also been stated that the contractor is aware of the equipment situation and in the process of fixing this. Operatives have been told not to queue at the hydrants, to either use one at a different location or return later."

Urgent review of water hydrant availability requested

- South East Water has a duty of care to provide adequate provision of hydrants, bearing in mind the very large scale and long term residential, civic and road construction projects in the immediate vicinity.
- The current hydrant site on Marchants Way, Burgess Hill (Sheddingdean) is not fit for purpose, supplying water for multiple tankers every hour
- The proposed alternative site on Charles Avenue is even less appropriate
- High frequency water extraction, using 10,000-20,000 litre, non-articulated tankers is not appropriate in busy industrial areas.
- New hydrants should be located, we believe, nearer to the extensive development sites, either as a temporary solution for the next 3-5 years of expected construction or as a permanent solution.
- We have been informed that many of the water tankers are contracted by WSCC Roads & Highways. We are looking into this, if this is the case, we ask why do they not have their own dedicated facilities elsewhere.
- Excessive use has led to damage to the hydrants themselves. This week, driving past the 'recently repaired Charles Avenue hydrant' I noticed the protective security casing has come free.
- While we know that the liveried tankers we have checked out so far are permitted contractors, we suspect that illegal hydrant use, which is subject to a fine of £20,000, may also be taking place with unmarked tankers. This is one of the reasons for our logging of tanker activities on Sheddingdean.



One of several areas on Sheddingdean where the pavement has been destroyed. This all in the last six months. Notice also the green hydrant cover has now been smashed off.



This is where South East Water has told tankers to now load water. It is the most crowded and unsafe truck stop area on Victoria. Hydrant is located at the far end.

Shifting the problem is not the solution

South East Water's suggestion that the Charles Avenue hydrant will now be prioritized is simply shifting the issue to another Burgess Hill business park.

The location of the hydrant on Charles Avenue is a known 'tachometer' truck stop for drivers, and for trucks waiting to deliver on various sites across the Victoria Business Park. This unmarked (no parking restrictions) road extends from the roundabout to the entrance of Boeing and then another 30 metres beyond. You will see anywhere from 4-5 large semi-articulated trucks and large dump trucks waiting there at any one time. This means a water tanker may not find a parking spot near to the hydrant when it needs to refill.

The Charles Avenue parking area will be halved in size

This section of Charles Avenue is one of the designated sites on the Victoria Business Park where we will be fast tracking a Traffic Regulation Order (TRO), specifically double yellow lines. Fast tracking the TRO will cost over £8,000. This is being funded by BHBPA members, with the majority from Boeing. On this site double yellow lines will extend either side of the Boeing entrance and will reduce by half the available space for trucks to park up on this stretch of road. Tesco have approved this measure. This element of the Victoria TRO should happen in the next six months. It is being implemented following serious safety concerns and has the tacit approval of WSCC Roads & Highways.

New hydrant area required

It is for this reason we are pressing South East Water to urgently review their provision of water hydrants. Charles Avenue is in itself not sufficient as it is a high volume truck stop.

We question why South East Water has carte blanche to use the road system to service water tankers that are paying to extract water at the roadside. A dedicated water extraction site would be the best solution, but away from other areas of economic activity and large vehicle traffic.

Considering the large scale developments that have been taking place and will continue for many years to come, South East Water should be installing additional hydrants somewhere on the new Northern Arc/Brookleigh area.

BHBPA has complained vociferously to all identified operators. We are not sure just how much effect South East Water's instructions to contractors will have on the continued, excessive use of Sheddingdean.

We are awaiting further clarification from South East Water. We have engaged representatives from BHTC, MSDC and WSCC. We are also in contact with the developers group responsible for Brookleigh. We will be taking this issue up with our new local MP later next month.

Burgess Hill
BUSINESS PARKS ASSOCIATION

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Hello July – A Poem from GoLark

GoLark welcomes July, pinch punch,
Holiday season's here, thanks a bunch!

It's time to visit some Sussex gems,
From beaches to villages with funky emblems.

And Surrey's Hills you can enjoy
Summer is here, finally, oh boy!

Head to Sussex, we promise you thrills,
Places to walk and meander the hills.

If art is your thing for peace and ponder,
Then Surrey has aplenty, you need not wander.

Just savour the vibe of beautiful July,
Hello to days out, days in say goodbye.

The birds are in song, GoLark is now here,
It's time to explore, this deserves a big cheer!

Happy July from The [GoLark](#) Team



Visit our website for some inspiration on where to lark about in Sussex and Surrey. We have wonderful hidden gems, waiting to be discovered. **Feel free to email us at** hello@golark.co.uk

Making Tax Digital (MTD)

Making Tax Digital (MTD) for Individuals is coming soon. Will it affect you?

If you are you a sole trader or a landlord with annual income of more than £30,000 then yes it will.

Firstly, what is MTD?

HMRC wants people to maintain their records in **digital format**, and for more regular reports to be submitted to them other than just annually.

What will it mean?

Every receipt and every expense will need to be fed into a digital system that is compatible with MTD reporting.

MTD for Individuals is the next stage from April 2026

Initially, you will need to join MTD for Individuals if you receive income from property and/or self-employment that together total more than **£50,000 in the 2024/25 tax year**. This will be expanded to those whose turnover exceeds £30,000 in 2025/26 and is likely to be extended further in future years.



Non-UK resident or non-UK domiciled.

MTD will apply to non-UK resident/domiciled individuals with UK self-employment and/or UK property income that exceeds the threshold.

Partnerships or businesses run through a company.

MTD does not apply to businesses that are run through a partnership or company. However, it is likely to be expanded to encompass these at some point in the future.

Does it apply to you?

If your 2024/25 tax return shows turnover from self-employment and/or rental income that amounts to more than the relevant MTD threshold, HMRC will notify you that you need to sign up for MTD.

HMRC have stated clearly that it is the **tax-payers responsibility** to sign up to MTD at the right time.

If you think MTD will apply to you, we recommend you start planning now. **Penalties will apply if deadlines are not met.**

Switching to MTD compliant software now will mean you are fully prepared.

Would you like help?

If you don't have time, or don't wish to spend time on this, get in touch with us as soon as possible. Blackman Terry are a local practice that has been helping professionals like you for over 25 years.



For further information please contact enquiries@blackmanterry.co.uk Or visit www.blackmanterry.co.uk

The Human Factor

Addressing the Role of Employee Awareness in Cybersecurity

While IT plays a vital role in modern business, people are still the backbone of any organisation. When [considering cybersecurity specifically](#), the human factor is a huge consideration because there is always room for mistakes and errors.

It's natural for humans to make mistakes, however, there are ways to manage this - and education is key to ensure your employees know what to look out for, but why.

Below, Extech Cloud summarises the potential risks and examines how you can use education to mitigate the risks and reduce oversights and mistakes in the future.

The 'State of Cyber Risk' in 2023

'The State of Cyber Risk 2023' shows that organisations generally understand the risks of cybersecurity in 2023, but there is a disconnect between confidence levels and preventative action.



It also highlighted confusion about what qualified as a 'risk' (45% of respondents defined the term 'risk' differently), while investment in IT is hindered by staff shortages and pressure at work.

This suggests significant knowledge disparity and demonstrates the importance of education to tackle cybersecurity.

The importance of employee awareness

Reduce data breaches from phishing attacks

Phishing is a social engineering attack that preys on unsuspecting victims and can cause a lot of damage if the attack is completed successfully. The best way to stop a phishing attack is to educate employees on what to look out for and keep them informed.

Build a security aware culture

Building a culture that is not only knowledgeable about security but also uses this knowledge in practice will protect your organisation and help reduce major security oversights.

Meet compliance requirements

Compliance is vital in the modern business world. If you fall foul of compliance regulations your organisation could face legal repercussions, such as fines or even litigation. Therefore, ensuring everyone knows about security protocol will help keep your organisation out of trouble.

Built trust with customers

Your customers will value and trust your organisation more if they know employees are clued up on security. By being knowledgeable about the risks, your customers will know they can rely on your expertise and will trust you to do the job correctly.

How we can help

Cybersecurity is important because without it your organisation can become vulnerable to attacks and other breaches - and awareness training is key to educate employees and avoid risks associated with human error.

If you're looking for help with cybersecurity, reach out to Extech Cloud today. Our experts can advise you on the ideal strategy to both educate and protect your organisation.



[Contact us](#)

call us **01444 443200**

email us on info@extech.co.uk

extechcloud.com

New talent announced

Dominic Reilly Joins Our Retained Team As Dispute Resolution Solicitor

We are delighted to announce that Dominic Reilly has joined The Jonathan Lea Network as a dispute resolution solicitor. Dominic is no stranger to us; he previously completed work experience with our firm in the summer of 2018 and was one of four candidates interviewed for our first paralegal position. Although we invited him to join us as a paralegal in 2019, Dominic chose to continue his journey at his then firm.

Dominic brings a strong intellectual property background and has worked on a range of both contentious and non-contentious matters. He has considerable experience in trade mark prosecution and litigation, as well as the commercial aspects of the transfer of IP rights in the context of mergers and acquisitions. Additionally, Dominic has assisted clients with the protection of their brands online, including on major tech platforms. He has also worked on design right disputes and Protected Designation of Origin matters.

Before joining The Jonathan Lea Network, Dominic completed his training contract with Thomson Snell & Passmore, recognised as the world's oldest law firm, and qualified on 1 March 2024.



Dominic Reilly & Jonathan Lea

During his training, he undertook seats in the Dispute Resolution, Corporate & Commercial, Real Estate, and Family departments, assisting with a range of commercial disputes, acquisitions, commercial property transactions, and financial and children matters.

Prior to starting his training contract, Dominic worked at Powell Gilbert, where he assisted fee earners with technically complex multi-jurisdictional patent disputes in the pharmaceutical, biotechnology, electronic, telecommunication, medical, and energy industries, as part of its tier 1 patent litigation team.

Inclusive of his time at Powell Gilbert, Dominic has 3.5 years of hands-on paralegal experience at smaller firms, where he gained valuable expertise in IP litigation, trademark issues, and startup corporate matters, including SEIS/EIS. His diverse career path includes previous roles as a professional musician (drummer) and head chef.

Residing in Rye, Dominic shares his home with his wife and two young children. In due course, he will be working with Adrian Samuel to establish a new office in Hastings.

Welcome, Dominic Reilly, to our team.



**Jonathan Lea
Network**
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Improve Cashflow

Ways to improve your cashflow - download the free guide

Cashflow is one of the main points of stress for SME business owners, and a common reason for business failure. Some sources say as many as 50,000 UK businesses a year fail due to cashflow challenges, while another survey found 57% of businesses have cashflow problems.



When financial controls are such a vital part of running and growing a business, yet something few business owners have training in, the team at UK Growth Coach have created a guide to improving cashflow management with our 5 top tips. Covering everything from debtor processes through to analysing trends and how you choose your clients.

Simply download here:

<https://tr.growthcoach.co.uk/business-coaching-for-growth-programme/#download>



If you'd like to discuss anything from the guide, about financial controls or indeed any other part of your business, do get in touch on connect@growthcoach.co.uk or call **01444 440500**

Innovate UK Textile Fund 2024

A grant fund available through Innovate UK – the IUK Textile Fund. The aim is to enable textile businesses to adopt more sustainable operations, driving the UK to become the global leader in circular fashion and textiles and to best transition towards Net Zero models.

[Find out more here](#)

Encouraging financial literacy at school

Taking business into the classroom

Roy Thompson, Head of Financial Services at Sussex-based Carpenter Box Financial Advisers, took to the classroom to help boost financial literacy among Year 8 and 9 school students in Eastbourne.

Roy shared his financial wisdom during two sessions delivered to 14 and 15-year-old students at St. Catherine's College, emphasising the value of a basic understanding of finance, the benefits of saving and the value of strategies for building a solid financial future.



(L-R) Roy Thompson & Soloman Berhane

“I have long thought that young people at school could benefit from a better understanding of personal finance” said Roy. “It’s not something routinely taught in the classroom, so I was very pleased to be given the opportunity by St. Catherine’s College headteacher Solomon Berhane to pass on some of my knowledge.”

The students were active participants in the sessions, asking questions that ranged from the intricacies of mortgages, the size of deposits needed to buy a house and how best to save for the future. They were also curious to find out more about complex topics like cryptocurrencies.

Roy added: “The big message I wanted to get across was that finance is not just about managing money, but about securing a better future. For young people, this probably seems like something they don’t need to worry about for a long way into the future, but I hope they left the sessions understanding that financial stability comes from consistent, informed actions over time, not from sudden windfalls.”

Carpenter Box Financial Advisers is committed to community engagement and will continue to advocate for financial literacy in schools in the hope that more institutions will integrate these essential skills into their curriculum.

www.carpenterboxfa.com

Bank Of England

Latest Agents Summary of Business Conditions

More details can be found on our website::

Agents' summary of business conditions - 2024 Q2 | Bank of England

<https://www.bankofengland.co.uk/agents-summary/2024/2024-q2>



This is one of a range of publications from the Bank of England to keep people informed about our work.

You can subscribe to other publications here:

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Sexual Harassment in the Workplace

Sexual Harassment in the Workplace Webinar

Important New Legislation - Worker Protection (Amendment of Equality Act 2010) Act 2023 **Webinar: Tuesday 23rd July 10:00 – 11:00**



The Worker Protection (Amendment of Equality Act 2010) Act 2023 comes into force in October 2024 and introduces a duty on all employers to take reasonable steps to prevent the sexual harassment of their employees in the course of their employment, and will give employment tribunals power to uplift compensation by up to 25 per cent if an employer fails to do so.

Join the team to discuss the upcoming legislation, one of the most notable changes to UK workplace discrimination law since the 2010 Equality Act.

The webinar will be presented by Dan Soanes, Senior Solicitor and Director of Sherrards and will cover the following key legal aspects:

- An overview of the new legislation
- A recap - what is harassment and sexual harassment specifically
- Practical considerations to ensure compliance
- How to manage and investigate claims
- Advice on training for line management

Booking your place

If you have a retainer with Sherrards you are eligible to two free places on the webinar. To request one or two places please email – laura@sherrardslaw.com and we will add you to the delegate list at no cost.

If you are not a retained client, the cost of joining the session is £50 plus VAT. To register and pay online for the session simply click on the button below. [Book Today](#)

[Book Here](#)

We look forward to seeing you on Tuesday 23rd July at 10:00 for the webinar and to answering your questions.



Sherrards Employment Law Solicitors

T: **01273 834120**

E: seminars@sherrardslaw.com

W: www.sherrardslaw.com

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

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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