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Burgess Hill

BUSINESS PARKS ASSOCIATION

Weekly Newsletter - Every Friday Morning

Opening Remarks

Nurturing young local talent

Yesterday morning I attended the careers fair for St Paul's Catholic College's sixth form, it was great to see a number of BHBPA members who took the opportunity to encourage and inspire the next generation in their future careers. I was there explaining more about the great businesses that are here on their doorstep, offering many opportunities for fulfilling careers in all manner of sectors and types of roles.

Many of them had little idea of just what some of the great companies on our business parks actually do, or how large some of them are. Some were fascinated to hear about the huge global R&D facility that is the Edwards site. I explained that one of the alumni of the college started there as a summer intern, she was subsequently offered a degree apprenticeship with Edwards studying mechanical engineering at the University of Chichester. They were astonished when I told them that Edwards recently sent her on a two month secondment to South Korea.

Some were asking about professional services and I mentioned several of our law firms and accountancy firms that actively seek out new talent and have established programmes for this, as we've reported here previously. I hope that more of our members take the time to engage with these events at all the local schools we are actively involved with.

Later next month Downlands Community run their own quarterly business networking event at their school, which I've been to now several times while, also in early October, the Burgess Hill Academy opens its doors to businesses. Talent comes in many forms, and the Rotarians launch their local 'Search for a Star' competition.

In other news

From the professional services sector, there's useful CPD training on employment law issues. Also a very informative seminar for anyone looking to sell their business. An accountancy firm is recognised for the quality of their work and a useful evening seminar on employment law happens next month in the lovely surroundings of the bar & kitchen at Cuckfield golf course.

The University of Brighton is offering a variety of ways for them to help you.

An extraordinary fundraiser is hoping to reach a massive final total, in aid of St Peters & St James and asks for a final push to an astonishing result. Later this month, the Oakbarn Restaurant has a Macmillan coffee morning. Meanwhile, our association is also fundraising for the hospice with our quiz night at the end of September. [Book Events](#)

We open with what will be a regular series on sustainability issues from one of our newest members and a significant local SME manufacturer.

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

Another week...and we introduce another new member!

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

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Towards Greater Sustainability

A new series of articles diving deep into sustainability

This week, we offer the first in a series of easy-to-digest and informative articles exploring better sustainability in your operations, brought to you by one of our newest members: The Adelphi Group of Companies



An Introduction to Environmentally Preferable Purchasing

Here at Adelphi, our suppliers play a pivotal role in our Net Zero and B-Corp vision, engaging with best-in-class manufacturers. We are developing our own Environmentally Preferable Purchasing Policy ourselves, and are paying forward our experiences, successes, challenges and learnings to other like-minded businesses.

What is Environmentally Preferable Purchasing (EPP)?

Environmentally Preferable Purchasing (EPP) involves intentionally selecting products and services that have a reduced impact on human health and the environment, when compared to competing goods or services that serve the same purpose. This practice not only addresses the growing consumer demand for greener choices, but also supports broader corporate social responsibility goals.

What are the effects of implementing EPP?

For sustainably and ethically minded businesses, adopting EPP principles can lead to significant environmental benefits, cost savings, and an enhanced brand reputation. Making the 'right' choice during procurement is about more than just being sustainable in that one instance. These decisions reflect the whole business's long-term goals and objectives.

How do I begin to implement a EPP?

You can begin to implement a EPP by viewing your supply chain as a project in development. A key part of supplier development is scanning your supply chain for strengths, weaknesses, opportunities and threats. After this you can begin to develop strategies to turn your strengths into opportunities, your weaknesses into opportunities and utilise these strengths to prevent threats. By doing this you can begin to create defensive plans to prevent weaknesses becoming threats.

Written by Glen Smith, Strategic Buyer at the double environmental-award winning Adelphi Group of Companies.

Accounting Excellence

Carpenter Box nominated for two Accounting Excellence Awards!

Sussex and South East-based accountancy firm Carpenter Box has been named a finalist in two categories of the prestigious Accounting Excellence Awards 2024.

The awards recognise the achievements of accounting firms and teams from across the UK, and Carpenter Box has been shortlisted for the Employer of the Year (Medium & Large) and Tax Team of the Year.



Alan Edwards

Commented Managing Partner, Alan Edwards: "I am incredibly proud and delighted for our teams to be acknowledged through this prestigious awards scheme. Training and development is integral to our culture, enabling individuals to pursue their career aspirations.

These award nominations reflect the expertise of my colleagues at Carpenter Box and their determination to always go the extra mile to help clients achieve their goals."

Over the last 12 months, staff numbers at the firm have grown by 27% from 201 to 255, with 14% of staff working for the firm for more than 10 years. A 2024 client survey gave an impressive Net Promoter Score of 71, with 70 being the gold star standard.

Carpenter Box operates from offices in Brighton, Chichester, Crawley, London, Portsmouth and Worthing.



**CARPENTER
BOX**

www.carpenterbox.com
[Contact us](#)

The Sherrards Academy

Engaging CPD Accredited Employment Law & HR Training

Designed for people managers and HR professionals looking to deepen their understanding of the key aspects of UK employment law, the next cohort of our Sherrards Academy UK Employment Course begins on Thursday 26th September. As well as being CPD certified, the training offers direct contact with an experienced, specialist employment law solicitor, delivering bite-sized learning designed to fit in with the day to day demands of working in people management and HR.

Thank you to all of you who have already attended the course, we thank you for your participation and excellent feedback on the content and learning experience.

For those of you who haven't signed up yet, the cohort has already proven to be incredibly popular so if you (or any members of your team) would be interested in attending please let us know as we are now down to the final places.

We do offer discounts on multiple bookings and if you are a retained empLawyer® client of Sherrards then please note that you can use funds from your retainer agreement to cover the cost of this training. For more information please send me an email laura@sherrardslaw.com

Course details

Designed for people managers and HR professionals looking to acquire or reinforce their knowledge of key employment legislation in the UK. From those established in the industry to those starting out in their career, we've found delegates have really benefited from the course content and structure and have provided excellent comments throughout the course.

The 8 modules covered within our UK Employment Law Course are delivered during 4 hour-long live webinars with a highly qualified employment law solicitor from Sherrards. Each session will run on Zoom from 12:00 – 13:00 on the following dates:

Webinar 1 – Thurs 26th September

Unfair Dismissals
Discrimination and Harassment

Webinar 2 – Thurs 3rd October

Disciplinary Procedures
Handling Grievances

Webinar 3 – Thurs 10th October

Performance Management and Capability
Short and Long-Term Sickness Absence

Webinar 4 – Thurs 17th October

Flexible Working
Redundancy



Sherrards Academy



If you have any questions regarding content or how the course will run then please send me an email or call me in the office on **01273 834120**
laura@sherrardslaw.com
www.sherrardslaw.com

September Networking Event

Plumpton Racecourse

60+ delegates so far booked, with more spaces still available

Lots of time for networking from 8.30 - 9.15am, followed by three 15 minute presentations and then more networking from just after ten.

- Tuesday 17th September from 8.30- 11.00am
- The Owners & Trainers Lounge
- Buffet breakfast kindly provided by Plumpton Racecourse

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

Unlocking business efficiency through automation

We'll then have three insightful presentations about Business Process Automation:

[trackingThis](#)

Chris Paul

[Brainstorm](#)

Vincent Murphy

[Axiom Process Solutions](#)

Andy Emery

Porsche vehicles on display with test drives offered

A couple of Taycans will be joined by the very latest iteration of a motoring icon, the 911.

Bring your driving license and sign up for Porsche test drives at a later date.

Business Process Automation
September BHBPA Networking Event
[BOOK HERE](#)



University of Brighton

Grow your business with Brighton

Below are some of this month's highlights relevant for BHBPA member businesses and beyond, including some of the ways we can support your business as we head into Autumn.

Visit brighton.ac.uk/business to find out more, or get in touch at knowledgeexchange@brighton.ac.uk.

Use your available funding

Only 4% of employers are spending the full apprenticeship levy funding.

Degree apprenticeships are a great way to fill a business skills gap using government funding whether you are a levy payer or not.



[More Details](#)

Over 200 business leaders graduated

Numerous BHBPA members have been through this programme.

Help to Grow has supported more than 200 local business leaders to grow on their management programme. Sign up for the last scheduled cohort in January 2025.



[Explore the Programme](#)

Advertise your jobs - for free!

Advertise your job vacancies to University of Brighton students and graduates completely FREE of charge on our Careers Connect platform - just create an account, a profile, and then upload your job.



[Register & Advertise](#)

Interested in a student to work on specific project?

Placements and Internships Fair, 23 October. Early bird offer £100+VAT for expressions of interest by 13 September.

Spaces will be allocated based on sector and opportunity type to ensure a balanced range of opportunities.

[Express your Interest](#)



Meet our students and grads, and promote your part-time jobs

It's FREE to exhibit at our Part-Time Jobs Fair on 16 October. We welcome expressions of interest from employers with quality jobs suitable for students to fit around their studies.

[Express your Interest](#)



University of Brighton

If you would like to learn more about other ways the University of Brighton could work with your business visit www.brighton.ac.uk/business or get in touch at knowledgeexchange@brighton.ac.uk.

Selling a Business

Should I stay or should I sell?

You are invited to attend our joint breakfast seminar

What are the exit options and how do I maximise value in my company?

DATE

Friday 4 October

TIME

8.00am breakfast

8.30am seminar

10.15am finish

LOCATION

South Lodge Hotel, Wordsworth Room,

Brighton Road

Lower Beeding, Horsham, RH13 6PS

The speakers will share their knowledge and ideas on the value drivers and succession planning for your business and will cover:

- Driving value in your company, and the importance of relationships in deals
- Business exit - a lawyer's perspective
- Private equity viewpoint
- Coutts Bank – what should I do with the proceeds and life after exit?

**Please RSVP to:****Jo Hunt****01273 916666****Jo.Hunt@frpadvisory.com**
**DISCLAIMER**

This event is for information purposes only and its content does not constitute legal advice. Professional legal advice should be obtained before taking, or refraining from taking, any action based on the content of this event.

**DMH Stallard**

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

Financial advice,
 built around **you.**

Wellesley

We can help with all aspects of financial planning, including:

- Retirement planning
- Business owner financial and tax planning
- Investment planning and Inheritance Tax planning

Piers Bonnett FPFS Chartered Financial Planner

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**Financial advice, built around you.**

Planning for your future doesn't begin with income, products and portfolios. It starts with you. And together, we'll help you to plan a happy and financially secure life. So you can focus on living it.

We can help with all aspects of financial planning, including:

- Retirement planning
- Business owner financial and tax planning
- Investment planning and Inheritance Tax planning

Piers Bonnett FPFs
Chartered Financial Planner
piers.bonnett@sjpp.co.uk
wellesleywa.co.uk

Wellesley is an Appointed Representative of and represents only St. James's Place Wealth Management (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the Group's wealth management products and services, more details of which are set out on the Group's website at <http://www.sjp.co.uk/products>. The St. James's Place Partnership and the titles 'Partner' and 'Partner Practice' are marketing terms used to describe St. James's Place representatives. Wellesley is a trading name of Wellesley Investment Management Ltd.

SJP approved: 02/08/2024
W10425

Burgess Hill Academy

The Burgess Hill Academy Community Event - Wednesday 9th October 2024

A local community event at our school.

- Wednesday 9th October 2024, from 9am to 11am.
- Please arrive at our school by 8.45am. Parking is available onsite.

This event is for you to have a tour of our school, meet our staff and students to see the amazing work they have done as well as to network with other members of our local community.

We have invited many members of our local community including elected representatives, charities, businesses and other schools and associations who work with our local young population. Refreshments will be included.

Please could you let us know by **Wednesday 18th September 2024** if you are able or unable to attend. If you are not able to attend but would like to send someone else from your organisation in your place, please do so but please ensure that we have their name.

We look forward to welcoming you to our school on Wednesday 9th October.

Many thanks for your support

Karen Clinton – Principal
Linda Dorgan – Careers Lead
Jane Davey – Chair of the Local Board
Helen Lewis – Vice Chair of the Local Board



**THE
BURGESS HILL
ACADEMY**

The Burgess Hill Academy
Station Road, Burgess Hill RH15 9EA
l.dorgan@theburgesshillacademy.org.uk
01444 716221 (Direct Line - Linda Dorgan)
01444 241691 (Main Reception)

September Quiz Night

Come along to a fun pack activity based quiz night

We have some companies fielding multiple teams. We'd like to make this a great fundraising opportunity, sign up on our [website](#)

The Lost Pier Taproom

The quiz will be in aid of [St Peter & St James Hospice](#), there will also be a raffle.

£5 per person

A pizza food truck will be available
Take the opportunity to sample some Lost Pier brews!

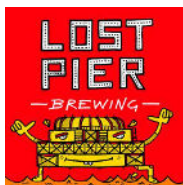
Wednesday 25th September

From 8.00-10.00pm
The Lost Pier Taproom
Sheddingdean Business Park

Teams of up to six

Online booking - notes - let me know how many will be in your team and think of a great team name. We'll also have a scratch team for those individuals coming on the night.

Contact: richard.cox@bhbpa.co.uk



lostpier.com
[Contact Us](#)

Book the Lost Pier QUIZ event

Business Breakfast Networking

Organised by Downlands Community School

I'm happy to tell you our next Business Breakfast will be on Tuesday 8th October. This is a great opportunity to network with other local businesses. Please RSVP to me and please include any dietary requirements. Also, please feel free to invite business friends and colleagues.

HSpahiu@downlands.org

A graphic invitation for a business breakfast. It features a central yellow text box with black text, surrounded by images of people in business attire, a globe, and autumn leaves. The text includes the event name, date, time, location, and contact information.

**You are invited to our Business Breakfast
at Downlands Community School**

**Tuesday 8th October
8-10am**

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

**STEM Suite, Downlands Community School, Dale Avenue,
Hassocks, BN6 8LP**

Please share with your colleagues and friends!

Please RSVP to hspahiu@downlands.org

DOWNLANDS COMMUNITY SCHOOL **STEM LEARNING Sussex & Surrey**



Holly Spahiu
PA to the Senior Leadership Team
Downlands Community School
HSpahiu@downlands.org

Employment Law Event

Organised by The Jonathan Lea Network

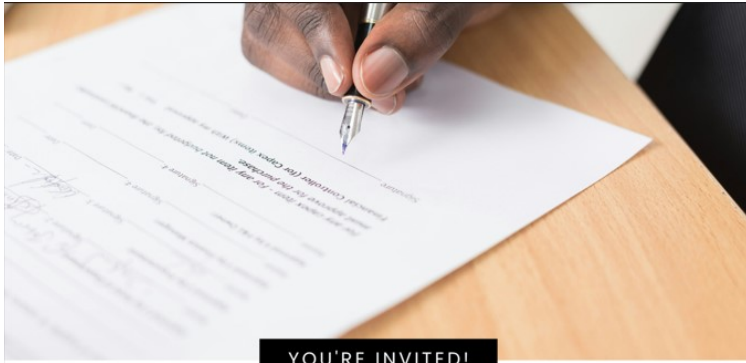
We are pleased to invite you to an exclusive, invite-only Employment Law evening hosted by The Jonathan Lea Network at [180 Degrees Bar & Kitchen](#), Cuckfield Golf Club, on Thursday 17th October 2024, starting at 5:30 pm with drinks and canapes.

We have secured the private function room upstairs, which enjoys views over the golf course and Ouse Valley and will help facilitate useful and insightful conversations with other businesses in a secure setting.

About [The Jonathan Lea Network](#)

The Jonathan Lea Network is a modern, business focused full service law firm that has grown quickly since it started in 2019.

The firm is experienced in advising employers on a wide range of employment law matters, including contentious cases and Employment Tribunal Claims. The team have particular expertise where employment law interrelates with other legal issues, including intellectual property, shareholding, directorships, tax and data protection.



YOU'RE INVITED!

EMPLOYMENT LAW: AN EVENING OF INSIGHTS AND NETWORKING

17 OCTOBER 2024 @ 5:30PM

Topics to be discussed

Our senior employment law solicitor [Adrian Samuel](#) will be discussing the following items:

- The challenges of new legislation and rule changes for employers, including how to avoid potential pitfalls
 - New unfair dismissal rights
 - Tipping legislation
 - Discrimination of various types
 - Harassment issues

Our intellectual property solicitor [Dominic Reilly](#) who also will be looking at the protection and ownership of intellectual property rights in the context of employment disputes, in particular the construction of employment contracts to ensure employers and employees know where they stand with respect to their work product.

Agenda for the Evening

- 5:30 pm - Arrival for drinks & canapés on the terrace
- 6:15 pm - 7:00 pm - Presentations by Adrian Samuel and Dominic Reilly
- 7:00 pm - 7:30 pm - Q&A session and further networking

If you would like to attend our free event, please RSVP to katie.appleby@jonathanlea.net by 18th September and secure your place via the Eventbrite link provided here. Spaces are limited and will be allocated on a first-come, first-served basis, so please ensure you book promptly.



**Jonathan Lea
Network**
Solicitors

Please RSVP to
katie.appleby@jonathanlea.net
www.jonathanlea.net

New Members this Week

- Spirit of the Downs
-

Spirit of the Downs

Multi Award Winning Sussex Brandy, Grape Vodka & Liqueurs

We are excited to introduce Spirit of the Downs, a celebration of the rich tradition of spirit-making and the beauty of Sussex. Our award-winning range, from Sussex Brandies to Sussex Grape Vodka and Liqueurs, is crafted with passion, dedication, and a commitment to sustainability.



Bridgett Ryan and Michael Yeoman

Our journey begins with partnerships with renowned Sussex vineyards like Breaky Bottom, Sugrue South Downs and Plumpton College.

After the grapes are pressed for sparkling wines, we repurpose the remaining pomace—seeds, stems, and skins—to create our spirits, ensuring every part of the grape is utilized.

This sustainable process not only minimizes waste but also captures the true essence of Sussex's terroir.

The pomace is fermented with champagne yeast, sugar, and water, transforming into a unique base.

After 11 months, it's distilled, and our brandies are aged in English barrels or French oak, developing rich, complex flavours.

We also take pride in closing the loop—our waste is used to fertilize the orchard at Trenchmore Farm, promoting renewal and sustainability.

We're thrilled to announce that our distillery at Unit 3 Bookers Farm, Foxhole Lane Bolney, RH17 5NB is now open for tours and tastings. You can visit our shop Wednesday through Saturday from 12-5pm. If you have a passion for craft spirits, we invite you to experience Spirit of the Downs first hand.

Trade and corporate gift enquiries: Bridgette@spiritofthedowns.co.uk



www.spiritofthedowns.co.uk

07557 115605

Bridgette@spiritofthedowns.co.uk

Unit 3, Bookers Vineyard, Foxhole Lane,
Bolney, West Sussex RH17 5NB

Twenty Four Hours of Golf - Non-stop

An incredible feat of endurance

Lee Andrews General Manager and PGA Professional of Mid Sussex Golf Club took on a '24 hour golf challenge' back on 19th June where he did in fact complete 24 hours non stop golf without the aid of a golf buggy or trolley, he carried his set of golf clubs throughout, covering 9 rounds of 18 holes plus an additional 5 holes, 167 holes in total.

He has just received notification that his [justgiving page](#) will be taken down in just four week's time.

Fundraising total is close to £8,000

Can you help him break through this fundraising milestone? Are there any last minute donations that can help?



24 hours golf edited into a 33 minute video on our YouTube channel

[Lee's JustGiving page](#)

Money raised is supporting our local charity St. Peter & St. James Hospice.

Exclusive Christmas Party Night Offers

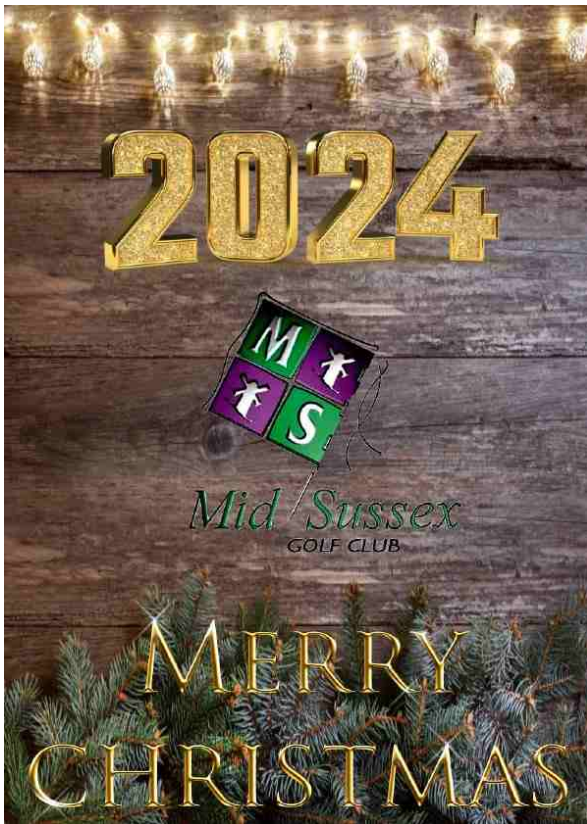
BHBPA members - an exclusive Christmas Party Night Offers

Mid Sussex Golf Club

We have now finalised our Christmas Party Nights and would like to offer BHBPA members/businesses an opportunity to book early between now and the end of September and all those booking our 2 course Christmas Party Nights on either Friday 6th December or Saturday 14th December, for tables of 6-8 we'll provide a FREE bottle of prosecco and table of 10-12 TWO FREE bottles of prosecco to help start the festive celebrations.

For anyone interested in taking us up on our offer, please email admin@midsussexgolfclub.co.uk and quote BHBPA.

Read more about their great offers [here](#)



Lunches 1st to 23rd December

Lunches — Served Between 12.00-2.30pm

Mon-Sat subject to availability

2 course £28 per head.

3 course £36 per head.

Shared & Exclusive Christmas Party Nights

Friday 6th and Saturday 14th December Dinner Party nights

*Includes a formal 2 course dinner (main course & dessert), seating plan,

Crackers and dancing to our resident DJ

£37 per person

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Saturday 7th and Friday 13th December Buffet Party nights

\*Includes a hot & cold finger buffet & dancing to our resident DJ

£20 per person

6.30pm arrival, 7.30pm dinner or buffet, carriages at 11.45pm

Dress code: Smart/Casual

Please contact us for Exclusive Party Nights on 01273 841835

### Party Nights in November & January

We understand that December may be a busy time of year for your business which is why we are also offering dates during November 2024 & January 2025 to host your Christmas Party Night\*.

\*Please contact us for availability.



Mid Sussex Golf Club, Spatham Lane, Ditchling, BN6 8XJ

Tel: **01273 841835**

Email: [admin@midsussexgolfclub.co.uk](mailto:admin@midsussexgolfclub.co.uk)

Website: [www.midsussexgolfclub.co.uk/christmas\\_2024](http://www.midsussexgolfclub.co.uk/christmas_2024)

## Oak Barn Coffee Morning

**In aid of Macmillan Cancer Support**

Friday 20th September - Until all the cake is gone!

**IT'S NEARLY TIME FOR  
OUR MACMILLAN  
COFFEE MORNING!**



## AND YOU'RE INVITED

Every penny raised  
from the sale of our  
cakes will go  
towards Macmillan  
Cancer support



**FRIDAY 20TH SEPTEMBER FROM 10AM  
UNTIL ALL THE CAKE IS GONE!**

**The Oak Barn**  
Restaurant & Bar



**The Oak Barn**  
Restaurant & Bar  
Cuckfield Road, Burgess Hill,  
Sussex. rh15 8re. 01444 258222

The Oakbarn Restaurant  
Cuckfield Road, Burgess Hill, Sussex RH15 8RE  
Call us on **01444 258222**  
[oakbarnrestaurant.co.uk](http://oakbarnrestaurant.co.uk)

## Mid Sussex Search for a Star

**Now in its third year - brought to you by Central Sussex Rotary**

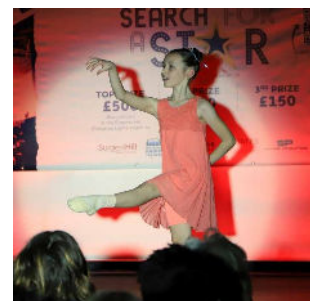
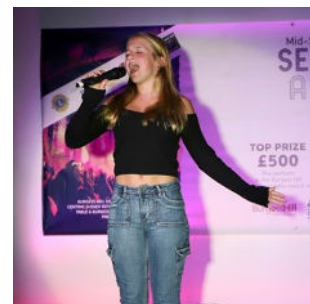
This event, now in its 3rd year, is more than a competition, it is designed to showcase local talent, whilst at the same time giving them the experience of stage performance. Whilst the previous 2 finals were staged at Burgess Hill Theatre Club, we have now outgrown this venue.

The 2024 Final is to be held at Wivelsfield Village Hall, which will give us extra capacity for performers and audience, but will also incur additional costs. So, we are looking for donations to help us meet some of these costs. All businesses will have a mention in our programme and a ticket to attend the event in return for their generosity.

This is a joint venture with local community organisations and performance specialists coming together to give our young people an opportunity to further develop their talent, and there is a prize fund of £1,500 for the winners to invest in their future.

Entries are encouraged from young people aged 4-18 years with a variety of talent, including singing, dancing, variety, and for those who have a connection with Mid Sussex.

Our aim is to make this event something really special that those taking part will remember for a long time to come, and who knows, if they do go on to be famous, we will have been there at the start.







If you are able to help in any way, please contact Julie Smyth, President, Central Sussex Rotary  
jsmythrotary@gmail.com or call **07759 698831**  
[www.csrotary.co.uk](http://www.csrotary.co.uk)

**extech cloud** IT support from your local Microsoft Partner.

Cybersecurity Cloud Migration IT Support Voip Connectivity

Microsoft Solutions Partner Cyber Essentials Certified Cyber Essentials Plus Beyond MVP bsi ISO 9001 Quality Management System Certified ISO/IEC 27003 Information Security Management Certified

Talk to us on: **01444 443200** | Email us on: [info@extech.co.uk](mailto:info@extech.co.uk)

## All Upcoming BHBPA Events

**17th September**  
8.30 - 11.00am

**Breakfast Networking at Plumpton Racecourse**  
Free for members  
Presentations on Business Process Automation

**25th September**  
8.00 - 10.00pm

**Quiz Night in aid of St Peters & St James**  
Lost Pier Taproom - Sheddingdean  
£5 ticket price on the night

### 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](mailto:richard.cox@bhbpa.co.uk)



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