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Burgess Hill

BUSINESS PARKS ASSOCIATION

Weekly Newsletter - Every Friday Morning

Opening Remarks

Award winning companies

We continue to share with you the stories behind this year's **BHBiz24** awards, the winners and the highly commended all get a mention again as we dive deep into understanding why they impressed our judges. They are all great examples to emulate in a number of areas of business.

In other news

There's quite the focus on business growth and how to achieve it. Employment law is currently very much in the news, we have an insightful perspective on what recent announcements really mean to business owners. One of our newer members has an evening careers networking event for its students organised and is looking for interested professionals as career mentors. We also have a useful drop-in event for our smaller members and micro-businesses wanting to get to grips with their books and XERO.

The association is busy organising a range of events coming up in the new year, including the 2025 edition of Burgess Hill Means Business - without doubt the most interesting and varied business expo in Mid-Sussex. The last one had unrivalled footfall from visitors, expect more of the same next May. Many of our events sell out, so be sure to book early, as we've already had to close the bookings for one of our November meetups. [Book Events](#)

Charity begins next chapter

I had the pleasure of visiting the new facilities of the Dame Vera Lynn Children's Charity last Friday. There were several members also attending, including [Richard Strange](#) from Bennett Christmas, who pointed out the paintwork he was responsible for in the corridor (well done Richard and all the other volunteers for helping to create a great vibrant space). The new facilities are larger, brighter and have easier access. The work of the charity is an invaluable lifeline for many families.

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

This week we introduce another new member.

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

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built around **you.**

Wellesley

Piers Bonnett FPFS
Chartered Financial Planner

piers.bonnett@sjpp.co.uk
01444 244551

wellesleywa.co.uk



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Piers Bonnett FPFS
Chartered Financial Planner
piers.bonnett@sjpp.co.uk
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SJP approved: 02/08/2024
W10425

Dame Vera Lynn Children's Charity

Enable Law renew partnership with Dame Vera Lynn Children's Charity

UK law firm Enable Law has renewed their partnership with Dame Vera Lynn Children's Charity.

The charity supports children under the age of five with cerebral palsy and other motor learning impairments from across the Southeast. Their specialist early intervention services include physiotherapy, music therapy, speech and language therapy along with a community outreach service.

Many parents of children attending the service often require assistance complicated matters such as support with getting or amending an Education Health Care Plan (EHCP), accessing school places and getting the financial support they are entitled to. By partnering with the charity, Enable Law is on-hand to give families much-needed advice and support through a dedicated advice line.

All families accessing Dame Vera Lynn Children's Charity's services have free access to the advice line. Families can ask for information and advice in relation to a specific issue or ask the Enable Law Team to provide them with a 'Legal Health check' to help them understand what they may be entitled to. Some of the common areas families often ask for support with include: EHCPs, school transport and other education matters, clinical negligence and personal injury related issues, disability facilities grants, Continuing Care assessments, house adaptations, welfare benefits as well as capacity and court of protection issues.



Glenys Creese and Stewart Young at last week's official opening of the new DVLCC centre at Chailey Heritage

Stewart Young, Partner at Enable Law said: "As a parent myself, I understand the importance of providing children with the best possible care. I'm proud to support the Dame Vera Lynn Children's Charity in their work to give children the help they need to reach their full learning potential. Our legal helpline is designed to help parents of children with additional needs understand what services and support they are entitled to and how to get it.

Over the last year our firm has dedicated over 200 hours advising Dame Vera Lynn families. This year we plan to complement our free service by rolling out a series of expert webinars on some of the most commonly asked about topics to help families get their heads around issues ranging from EHCPs, Capacity Assessments and benefits to using litigation to access funds following a preventable injury."

Glenys Creese, CEO of Dame Vera Lynn Children's Charity said: "We are absolutely delighted that Enable Law has renewed their partnership with us by sponsoring our legal advice line. It is an invaluable resource and provided completely free for our families. Often, it can be a huge challenge, and very costly, for parents of children with disabilities to negotiate their way through the minefield of red tape and paperwork required to secure a place in their chosen educational establishment and so to be able to access free legal advice is one that is highly appreciated. We very much look forward to continuing our relationship with Stewart and the team at Enable Law."



For further information please call **01444 473274**, or via email at fundraising@dlcc.org.uk.

Charity Christmas Lunch

In aid of the Dame Vera Lynn Children's Charity



Join us for an afternoon for a festive celebration...

Ryan Canter Club Charity
Christmas Lunch

Sunday 8th December from 1pm onwards

With special guest compare Adger Brown
and performances from The D - Day Darlings

The event will be held at:
Lingfield Park Resort,
Racecourse Road,
Lingfield,
Surrey
RH7 6PQ.

RSVP by the 1st November to
keith@ryanvehicles.com




Lingfield Park Resort

Sunday 8th December from
1pm onwards

Tables of ten for £1000 with
£500 going directly to the
charity plus whatever we raise
on the day.

It's perfect for a staff party or
thank you to customers or even
just a nice day out with family.

RSVP by 1st November to
keith@ryanvehicles.com

Business Person of the Year 2024

Winner's Certificate presented to Tim Rylatt of Growth Coach

It was a pleasure to pop into UK Growth Coach's new offices in Uckfield where I met the team and discussed the business of being a business coach. It was also an opportunity to present Tim with not one but two certificates. Firstly, Tim was the recipient of the Business Person of the Year Award **BHBiz24** Winner's Certificate, the trophy already sits proudly in a cabinet in the company foyer.

The Best Business Award, sponsored by **Mayo Wynne Baxter** was another hotly contested category and the company was judged worthy of a 'Highly Commended' in this category as well, a truly noteworthy achievement.

The **BHBiz24** Business Person of the Year category was judged by our independent judge Paul Rolfe, Associate Principal of Chichester College Group and Director of the Sussex & Surrey Institute of Technology.



It was a good day to have a good day. Presenting the Businessperson of the Year Winner's Certificate to [Tim Rylatt](#)



The UK Growth Coach top team, (L-R) Jo South, Henry Laker and Tim Rylatt with their Highly Commended certificate for Best Business

Here's what Paul had to say about Tim's **BHBiz24** award submission:

"Tim shone out because of exceptional impact in growing his business. Not only has he setup his business, but he has also launched a national franchise which has grown substantially this year. In his coaching business, he is not just inspiring SME owners, but he is also empowering and enabling them to become the business leaders they want to be."



UK Growth Coach
01444 440500
info@growthcoach.co.uk
www.growthcoach.co.uk



A Culture of Excellence - Seminar

Addressing the Business Elephants: Creating a Culture of Excellence

Did you start your business with the aim of being average?

Being just as good as everyone else probably wasn't your motivation and ambition for setting up your company! But do you tend to find yourself comparing your business to your peers rather than the leaders in your industry?

Your business should aim for excellence across its strategy, marketing, and wider operations and systems. To be excellent, and achieve the return and rewards for being so, you will likely need new knowledge, new ideas and a renewed drive to make change.

If this sounds like you and your business, then we've the perfect seminar for you.

We've brought together a range of local SME industry experts for this educational seminar to enable you to address the elephants in your business.



During the seminar you will hear

- The mistakes others have made and how to avoid doing the same – Tim Rylatt, UK Growth Coach
- How to move your marketing from average to great results – Henry Laker, Growth by Design
- What key performance indicators and metrics you can use to improve performance – Jo South, UK Growth Coach
- How to protect your brand's value and intellectual property – Clive Bonny, Strategic Management Partners
- How to create a high-performance culture through compassionate leadership – Richard Bignell, Our HR People.

We'd like to invite BHBPA members to join UK Growth Coach on Friday 22nd November at Mid Sussex Golf Club, from 8.30am until 1pm, and enjoy lunch with us.

A limited number of complimentary spaces

There are a limited number of complimentary spaces available for eligible businesses so get in touch on jo@growthcoach.co.uk or book directly here:

<https://events.growth-by-design.co.uk/gbd/events/business-booster/haywardsheath-events-tickets/business-culture/>

- Access award-winning expert advice
- Learn from a range of business specialists
- Connect and network with like-minded, ambitious owners
- Improve your company's results and your life as a business owner!

"Insightful and very helpful knowledge spoken about from speakers that clearly know their stuff and are passionate about sharing it."

Rachel Greene, YMEC Facilities

100% of attendees this year have rated our seminars 4 or 5 stars, so don't miss out and book your place now!

Friday 22nd November

8.30am – 1pm (lunch included)

Mid Sussex Golf Club

Growth Coach - Friday 22nd November - [BOOK HERE](#)



UK Growth Coach

01444 440500

info@growthcoach.co.uk

www.growthcoach.co.uk

November Breakfast Networking

Burgess Hill

BUSINESS PARKS ASSOCIATION



Thursday, November 21st
9.30am - 11.00am

FREE Members

Non Members can attend one of our events

The all-new Woodlands Meed College

An opportunity to see Burgess Hill's newest educational facility

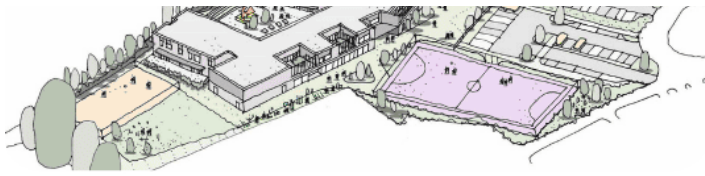


Woodlands Meed College, Birchwood Grove Road, Burgess Hill, RH15 ODP



Adam Rowland
Headteacher





Woodlands Meed



You are invited to a networking event with snacks prepared and served by Woodlands Meed students from their 'Inspire' Enterprise Café. Come along and find out how we can support your business be part of the Inclusion Revolution.

Meet the team, come and see our new state of the art SEND College, and meet some of our amazing students who might just be the new recruit your business is looking for.

Woodlands Meed are developing a Supported Internship programme with the help of BHBPA members! Please come along and learn about these partnerships

Opportunities to network with like-minded companies
Be inspired to make a difference, there is great support for employers.

Woodlands Meed College - Networking - 21st November - BOOK HERE

December Breakfast Networking

Burgess Hill
BUSINESS PARKS ASSOCIATION



Tuesday, December 3rd
8.30am - 11.00am

FREE Members only
Non-members can attend one event

Will AI replace PR and Marketing ?

Pangdean Barn with presentation from Rose Media Group



Pangdean Barn, Pyecombe, Brighton BN45 7FN

Presentation from Aneela Rose and associates of Rose Media Group.



Can AI take over PR and Marketing?

Not exactly – but it can enhance the way PR and Marketing professionals work.

Rose Media will demystify AI by showing you how AI tools can simplify tasks, offer new insights, and boost your efficiency, allowing you to focus on the high-impact, strategic work that AI can't replace.

We'll arm you with practical ways you can use AI to strengthen PR and Marketing efforts, keeping the human touch central to your brand. Join Aneela and Mary in a fun and interactive talk discovering how AI can support, not replace, the work that connects you to your audience.



Nicky Currie from Pangdean Barn



Join us at the magnificent Pangdean Barn (10 mins from Burgess Hill). Nicky Currie will explain more about their exceptional hospitality offering. There'll be plenty of networking opportunities before and after our presentations.

Pangdean Barn - Networking - 3rd December - BOOK HERE

New Members This Week

- EMC Corporate Finance

EMC Corporate Finance

An introduction to EMC Corporate Finance



It can be tough for business leaders to achieve their strategic goals while managing day-to-day pressures. This is where EMC Corporate Finance come in. Whether it's a business sale, acquisition or restructuring in view, or the need to achieve improvements in profitability, EMC have the experience and connections to help make it happen. We are looking forward to getting to know local businesses and understanding their needs.

We have experts in all boardroom functions from sales and marketing to operations and finance with experience across a range of sectors. And after 35 years working with SMEs in the southeast, we have an enviable track record.

The ways we can support businesses include:

Business Sale or Acquisition

- Planning and preparation, identifying and valuing targets, matching investors and lenders, management of the process, post-acquisition integration.

Advising

- Business strategy
- Improving profitability, adding value
- Operational improvements
- Sales and marketing strategy
- Building capability, right-sizing, business process restructuring
- Performance measurement and management

Other Transactions

- Finance for growth, financial restructuring and repackaging, management buy-outs and buy-ins, specialist asset-based finance, employee ownership.

Meet two of our team local to Burgess Hill:



Glenn Mills

Glenn Mills, a highly experienced executive in manufacturing and engineering SMEs, has worked in a range of sectors, encompassing corporate transactions, international operations and major projects.

His focus is on delivering performance improvement, change programme management and preparation for transactions.

John Blackburn is a senior management professional with an impressive track record in building successful sales environments.

Experienced in both organic and acquisition growth strategies he helps businesses implement proven management models to withstand the inevitable challenges of growth and ensure objectives are met.



John Blackburn



Give us call to find out more.

glenn.mills@emcltd.co.uk

07977 271406

www.emcltd.co.uk

john.blackburn@emcltd.co.uk

07717 415502

Bookkeeping, Payroll, VAT & XERO

Free Advice Drop-In

Join us for our very first Free Advice Drop-In on Tuesday, 5th November at The Green Folk Kitchen in Hassocks! If you're looking for expert guidance on bookkeeping, payroll, VAT, or Xero tips, Sophie Baldwin, owner of Double Digit Bookkeeping, is here to help. Come along between 2-4 PM – we can't wait to see you there!

FREE ADVICE DROP IN



Hi, I'm Sophie Baldwin.
Owner of Double Digit
Bookkeeping.
Come and join me on the
1st Tuesday of every
month.

Free Guidance on..

- Bookkeeping
- Payroll
- VAT
- Xero tips and tricks

Ask me anything!



The Green Folk Kitchen

31 Keymer Road,
Hassocks BN6 8AG
England



Between 2 - 4 PM





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Talk to us on: **01444 443200** | Email us on: info@extech.co.uk

Networking Dinner - Burgess Hill Girls

An invite to all local professionals

Burgess Hill Girls are looking for local professionals to join us at the next Networking Dinner on 21st January. Industries of interest include engineering, physics, sciences, criminology, geography and business.

The dinner is a relaxed evening which starts with networking drinks, and then a seated meal where you will be seated next to a student of similar interests. They might want some advice and guidance on how to get into the field of work they are interested.

Please get in touch if you think you can help. Natasha.McGrory@burgesshillgirls.com

Join us

FOR A

**NETWORKING
DINNER**

21 January 2025 6.30pm arrival

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

WELCOME PROSECCO
2 COURSE DINNER

*Guest Speaker: Charlotte Bridgman
Head of Talent & Acquisition, BBC News*


BURGESS HILL
— GIRLS —
Tomorrow's Women

*RSVP to
Natasha.McGrory@burgesshillgirls.com*

West Sussex Growth Hub

A free business support service

The West Sussex Growth Hub is a free service provided by West Sussex County Council and funded by the Department of Business and Trade, offering expert business advice and support to all sized businesses across West Sussex.

Our experienced advisors are here to help you make strategic decisions, overcome growth challenges, and access a wide range of resources. Whether you're looking to review your business, create growth plans, or explore funding opportunities, innovation, or specialist expertise, the Growth Hub can guide you to the right solutions to drive sustainable success!



West Sussex Growth Hub

We help you find relevant funding & business support opportunities



Gail Winnie-Davies
Business Account
Manager



Taygan Paxton
Business Support &
Marketing Officer



Luke Brice
Business Account
Manager

Our Services

If you are the owner of a business at any stage and located in West Sussex, we can provide support relating to:

- Finance - from cash flow management to budgets
- Business planning and strategy
- Accessing new markets
- Saving time and money
- Social media support
- Signposting to specialised support
- Funding options

Of course, there are hundreds of potential reasons to come to us, but the goal for us is simple.

Whatever the size, sector or growth stage of your business, the West Sussex Growth Hub will help you to find the support you need to realise your goals.

Upcoming West Sussex Growth Hub Events

Thank you to all who have attended a finance clinic across West Sussex with Gail! We still have some spaces available for Mid Sussex businesses to attend our FREE 1-1 Finance Clinics on the 7th of November at Basepoint, John de Mierre House, Haywards Heath. This session offers you an opportunity to receive tailored financial guidance for your business from our finance expert, Gail Winnie-Davies.

These FREE exclusive 1-hour, one-on-one sessions can be tailored to your specific business finance needs, and could include advice on:

- Improving your cash flow management techniques
- Enhancing your budgeting skills to make informed decisions
- Understanding accounting jargon

This is an excellent opportunity to address your financial challenges and gain practical strategies to improve your business's financial health.

As slots are limited, we encourage you to register as soon as possible to secure your place.

[SIGN UP HERE](#)

If the event is fully booked or you are located outside of Mid Sussex, please email us at growth.hub@westsussex.gov.uk.



Department for
Business & Trade



West Sussex
Growth Hub

Employment Rights Bill

Employment Rights Bill Unveiled

In the 2024 General Election campaign, the Labour Party gave prominence to their manifesto commitment of "Making Work Pay". We were promised the greatest shakeup of individual employment rights in a generation, along with a commitment to progress this to legislation within 100 days of winning the election. In respect of the latter, the new Labour Government delivered. On 10 October 2024, 98 days after the election, the Employment Rights Bill 2024 was published.





So, the Bill was delivered on time, but does it deliver radical changes to employment law, by giving the substantial new rights to employees that we were promised? The short answer is no. For supporters of extensions of employee workplace rights, the Bill is a big disappointment.

The first point to make is that nothing has yet changed. All existing employment law still applies. The Bill is subject to parliamentary debate, consultations and lobbying. There is speculation that it could be as long as two years before legislation actually reaches the statute books.

A number of initiatives discussed in the Making Work Pay paper are missing completely from the Bill. There was much discussion in the press about the introduction of a “right to switch off”, preventing employers from contacting staff out of hours. Of this there is no mention in the Bill. Attention on the gig economy in recent years, along with cases involving Uber drivers, amongst others, focused attention on the distinction between employees, workers and the self-employed. A review was promised, with the objective of creating a single status of worker, but this is a complex area and the Government has shied away from tackling the subject, at least for now.

The most prominent aspect of the promised review of employee rights was the commitment to introduce rights from day one. Currently, and for the immediate future, the qualifying period for unfair dismissal is two years. Traditionally, over the last several decades, Labour Governments reduce this qualifying period to one year and Conservative administrations put it back up to two years. Giving unfair dismissal rights from day one would certainly be a radical departure, but the Government has now suggested that probationary periods of up to 9 months will be permissible. It is likely that there will be a requirement for more formal processes around terminating employment on the grounds of probationary failure, but this is a significant departure from the approach being suggested prior to the election.

Flexible working also received a lot of airtime, with suggestions that flexible working would become the default position and that there would be a move towards a four-day working week. In the event, the Bill proposes only minor adjustments to the existing Flexible Working Regulations.

Similarly, the law around zero-hour contracts will be subject to change, but the practice will not be banned, as had been suggested.

The most eye-catching proposal in the Bill is the suggestion of automatic unfair dismissal where an employer terminates an existing contract and offers new employment on revised terms, also known as “fire and rehire”. The inclusion of this measure can be seen as a victory for the Unions, which long campaigned against “fire and rehire”, but whether this radical measure makes it through to final legislation remains to be seen.

So, some changes can be anticipated, but not the once-in-a-generation review of employment rights that we were promised.

If you would like further information on any of the topics detailed do get in touch

Christmas Dinner Parties

Special BHBPA offer from Mid Sussex Golf Club

Our AWARD WINNER Mike Abbott is offering an exclusive deal for Businesses who book on one of our Christmas dinner party nights on either Friday 6th, Saturday 14th, Friday 20th or Saturday 21st December a FREE bottle of Prosecco for tables of 6-8 and 2 FREE bottles for tables 10-12 to help kick start your festive celebrations plus a further 10% OFF pre-ordered wine packages.

We hope to see many local businesses join us for one of shared Christmas Party Nights during December.

We can also offer exclusive dates to host your companies Christmas Party nights during November, December and January subject to availability and a minimum 60 persons.

Burgess Hill

BUSINESS PARKS ASSOCIATION



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Please contact me with your enquiry
01273 841835 or email
admin@midsussexgolfclub.co.uk
www.midsussexgolfclub.co.uk

Help to Grow

200 people benefited from Help to Grow

It's been over two years since the first cohort of SME (Small and Medium Enterprise) business leaders graduated from the Help to Grow: Management programme at the University and they've just celebrated filling their 10th cohort. The numbers tell of a success story for the programme and the businesses that have grown with them.



Help to Grow is a 90% Government funded 12-week programme for SME business decision makers designed to boost their leadership skills and business performance with them developing a bespoke Growth action plan for their business.



The programme is proving a success with thousands of businesses throughout the UK being supported with 200 SME business leaders having taken the programme with the University of Brighton so far. These businesses come from all sectors - ranging from construction to a glamping site and from a mobile cocktail bar to a dental practice.

Catherine Robinson, Dean of the School of Business and Law said
“Aligned to the School of Business and Law’s mission Help to Grow cohorts are delivering on the school’s commitment to shape responsible enterprise for a fairer society by supporting local entrepreneurs with tailored further education and distinct executive coaching. When we speak to our graduates, we hear the huge impact that the Help to Grow programme makes to the sustainable growth of their businesses as well as their own personal development.”

The last scheduled Help to Grow cohort is January 2025

There are a few places left: [Help to Grow \(brighton.ac.uk\)](http://brighton.ac.uk)

All Upcoming BHBPA Events

7th November
5.30 - 7.30pm

Spirit of the Downs - Distillery Tour
Limited to 30 delegates - **SOLD OUT**

21st November
9.30 - 11.00am

Woodlands Meed College - Tour & Presentation
Buffet will be served by college students

3rd December
8.30 - 11.00am

Pangdene Barn
Will AI Replace PR and Marketing?
Presentation from Rose Media Group & others

10th December
5.30 - 7.30pm

The Woolpack - Annual Christmas Drinks
Mulled wine & mince pies - always popular business social event

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](#)

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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@bhbp.co.uk



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