

Burgess Hill

BUSINESS PARKS ASSOCIATION

Opening remarks

We held a lively and interesting event this week at the premises of PVL

Following a brief presentation from CEO Nick Broom we were ushered into an area of their factory where we were all given the opportunity to try our hand at applying a logo to a van door. We were shown how the tricky bits get done around a vehicle body, the various types of film used and we were shown just how simply these films can be removed by an expert. Everyone found it fascinating and fun.

On behalf of everyone that attended, we'd like to thank Nick and his team, for their time and engaging explanations, and also, it must be said, for the delicious light buffet.

More details on the full range of PVL's products and services and their previous work can be found on their [website](#) – please take a look. In addition, it would be remiss of me to remind you that if there's any signage or vehicle marking project, or graphical requirement that you have; PVL would be delighted to have the opportunity to work with you!

We have another event at The Woolpack on the 15th of December and we are hoping for quite a crowd. Then, in the new year we will be embarking on a series of evening and breakfast events. Expect a general networking event every month, together with some additional site visits much like we had this week. The general consensus of our attendees this week was "More please, this was fun!"

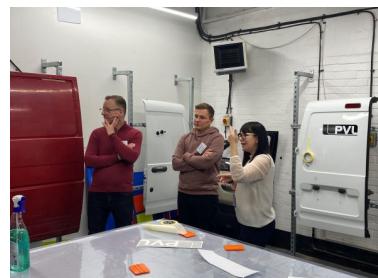


The advertisement features the Extech Cloud logo with a cartoon horse icon and the text 'extech cloud' in orange and black. Below the logo is the tagline 'Your local Cloud IT Company.' To the right, a person is seen from behind, wearing a dark hoodie and using a laptop. The text 'We'll show you how Microsoft can help you beat the cyber criminals.' is displayed above the phone number. The phone number 'Call 01444 443200 or visit: www.extechcloud.com' is also present.

We'll show you how Microsoft can help you beat the cyber criminals.

Call 01444 443200 or visit:
www.extechcloud.com

An enjoyable and lively networking session at PVL



Why not support your local hospice on Christmas Jumper Day.

On the 10th December don your Christmas jumper and make a donation to St Peter & St James. Working from home, that's not a problem, just share your picture on social media with #stpchrismtasjumperday

You could even set up a JustGiving page to easily collect the donations.

CHRISTMAS



JUMPER DAY

ON FRIDAY 10TH DECEMBER DO
YOUR BIT AND WEAR YOUR KNIT.
MAKE A DONATION AND SUPPORT
YOUR LOCAL HOSPICE.



St Peter & St James Hospice
Hospice care in the heart of Sussex



Registered with
**FUNDRAISING
REGULATOR**

BHBPA's Christmas Networking Event - 15th December

If you have never seen the fabulous Christmas decorations at The Woolpack...if you have never sampled their home made mince pies and sausage rolls...then it's time to study your calendar and make sure you have the early evening free on the 15th of December for our annual Christmas get together. Free for all our members, we have a dedicated space inside this glorious festive venue from 4.30-6.30.

We hope to see you all there - see the link to book your place below or visit our website bhbpa.co.uk-events



Book your place on our Christmas Event



Also, Lance and Dee would like to announce that The Woolpack's Christmas Menu is now on the website and a link to it is on the front page

The festive menu is available from 22nd November to 23rd December.
Booking, deposit & pre order essential.

www.thewoolpack.net



The Local Skills Improvement Plan (LSIP) - Have Your Say

Say!

Rewards Training is working closely with Sussex Chambers of Commerce in the development of the Local Skills Improvement Plan, to ensure we align with the needs of local business.

We will be attending one of their initial engagement workshops to impart the skills intelligence we have from our own employer engagements in Sussex; the skills challenges being faced by our clients and us as a provider.

Sussex Chamber of Commerce is encouraging attendance from all employers, whatever sector or size to share your skills needs and challenges.

If we can help you in the short-term with any skills challenges, needs or apprenticeship recruitment that we are not already working with you on, please contact your Rewards Account Manager to discuss how we can support you or [get in touch here](#).

For more information on the LSIP and the workshops being run please click [here](#)

How to pay for COVID

Some further insight about the latest Budget from Nick May of MMP Accounting Solutions Ltd

Now we are beginning to enter a post COVID era the chancellor, Rishi Sunak has had to set out plans on how we are going to pay for all the help given.

As previously announced corporation tax is to be increased to 25% from April 2023 on profits over £250,000. The rate for small profits under £50,000 will remain at 19%. Profits between £50,000 and £250,000 will pay tax at the main 25% rate, reduced by a marginal relief.

Also expected in April 2023 is the extension of Research and Development (R&D) qualifying expenditure which will now include data and cloud costs. In light of the R&D tax credit cap, businesses and their advisors will have to consider whether it is more beneficial to carry a loss forward following the increase in the main rate of corporation tax rather than take a tax credit.

The temporary annual investment allowance extension is to remain in place until March 2023. The extension has increased the allowance from £200,000 to £1m which sounds like welcome assistance for businesses however with companies already stretched by COVID it is unlikely that many will be in a position to make use of it.

There is a big change in the way sole traders and partnerships are going to be taxed. The current system is hard for small businesses to understand whereby they report their trading income based on the accounting period ended in the tax year. For example, a year ending on 30 September 2021 forms the basis for the tax year ending 5 April 2022. The new system aligns the trading year and the tax year and will coincide with the new Making Tax Digital rules from 6 April 2024. I can't help thinking that the chancellor should have gone further and changed the tax year from the frankly ridiculous 5 April to 31 December as with so many other countries.

To tackle the growing problems of funding social care the chancellor announced the introduction of the Health and Social Care Levy. This will be achieved in two stages. Firstly from April 2022, a 1.25% levy on Class 1 and Class 4 National Insurance will be introduced for individuals and employers. Then, from April 2023 the levy will be separated and will also apply to the earnings of individuals working above the state pension age.

In addition a further tax increase of 1.25 % on dividends is expected. The basic rate is now

8.75%, the higher rate, 33.75% and the additional and trust rate is now 39.35%.

Businesses may want to help their employees reduce the effect of the levy by offering salary sacrifice or electric company cars.



Nick May of MMP Accounting Solutions Ltd

An advertisement for MCL Telecom. It shows a Yealink SIP-T58A IP phone next to a large monitor displaying a video conference with multiple participants. Below the monitor are three smartphones showing the same video conference interface. To the right, a teal tag-like graphic contains the text '£12.50 PER HANDSET, PER MONTH'. A yellow speech bubble contains the text 'A PLUG AND PLAY BUSINESS PHONE SYSTEM WHICH MOVES SEAMLESSLY BETWEEN LOCATIONS AND CONNECTS STRAIGHT TO YOUR HOME WI-FI.' Below the phone system is the MCL Telecom logo, which consists of the letters 'MCL' in a bold, sans-serif font inside a rectangular frame, with 'TELECOM' in smaller letters below it.

Equality and Diversity with a focus on Office Banter



A line easily crossed...

In many organisations, where a team have been together for a while, a culture of good-natured teasing and humorous insults can develop

Online In-House Training

Promotional offer – valid until end of November 2021

At Sherrards we offer a wide range of training with courses tailored to many of the key issues

faced by organisations and today we are announcing a promotional offer on a new, one hour online course covering the basics of Equality and Diversity with a focus on Office Banter.

Why is it such an important topic?

In many organisations, where a team have been together for a while, a culture of good-natured teasing and humorous insults can develop. Banter is usually friendly and not generally designed to shame or belittle. However, the line between banter and harassment can be easily crossed – topics and language that are acceptable in a social situation are not suitable in the workplace. Ensuring banter remains good humoured and does not evolve into something more sinister is the responsibility of all employees and employers.

In this course we will look at how work colleagues should behave towards each other, how you can help to make your workplace more inclusive and reduce the risk of issues and claims arising. One of our highly qualified solicitors will run the training and will use real life case studies throughout the course. They will encourage all delegates to discuss which case studies may overstep the line and could create legal liability.

Costs

The price of this online, one hour course is only £1,500 + VAT (the usual cost is £1,800) and it can be run for up to 25 delegates (£60 per attendee). To qualify for this rate you will need to confirm your booking by Tuesday 30th November 2021. However, the course can be delivered at any point over the next six months.

Who is the course aimed at?

The course has been designed to help HR Professionals and line managers across all industries to train their staff on what is and what is not acceptable behaviour and language within the workplace environment.

Content

The course will be delivered via Zoom and will cover the following topics;

- What is meant by 'equality and diversity'?
- Protected characteristics
- When "banter" is harassment
- How the scope of anti-harassment law is wider than you think
- Case Studies – good and lawful practice
- The consequences of getting it wrong

There will be ample time for live questions and debate during the training and delegates will also be able to ask questions in the Zoom chat box. All attendees will receive a detailed delegate information pack before the training starts.

Benefits of choosing the course

The course will ensure that delegates come away from the session with a clear understanding of what your organisation can do to promote best practice in this area. Excellent training can lead to increased job satisfaction, motivation and morale among your managers/teams and increased efficiencies in your internal processes and procedures.

Next Steps

If you would like further details on the course or if you have any questions regarding content please email me sarah@sherrardslaw.com If you decide to proceed with a booking we will arrange a call with you to discuss typical scenarios that you encounter on this topic and to build some realistic case studies for your training.

A breakfast meeting with our local MP



Mims Davies is hosting a 'Business Bounce Back' Breakfast

- Wednesday 10th November from 8am – 10am
- Orange Square, The Broadway, Haywards Heath, RH16 3AL.

The Covid-19 pandemic has created the need for many changes to business practices, the introduction of innovative working and of flexible approaches, and this is an ideal opportunity for businesses to meet with Mims to discuss their experiences, hear from guest speakers and network with other local Mid Sussex businesses in an informal setting.

Guest speakers:

- Angela Gill - Managing Director at Bio-Productions
- Jaime Wallden - Senior Director at Mansell McTaggart

Spaces are limited so early booking is recommended
£10 ticket price per person, to cover the cost of breakfast

We hope that BHBPA members are able to join us.

[Mims' event on eventbrite - BOOK HERE](#)

Energy – how will the current energy crisis affect my business?

The current energy crisis has recently been making headlines, with news outlets focusing on the cost for domestic customers and little time spent discussing the implications for business. So what will it mean for commercial energy users?

Unfortunately, all businesses will face dramatic rises in their bills next time contracts are due for renewal. Wholesale prices have retreated from their September peak but are still at levels which would have been considered unbelievable back in the summer.

One year ago today a unit of electricity on the wholesale market would cost a supplier 4.5p and gas 1.3p. Today electricity costs almost 11p/kWh and gas 4p/kWh, increases of 240% and 300% respectively.

Competition is also less fierce between suppliers. Many are choosing not to price contracts due to start this winter due to market volatility. Others will only quote for 2 & 3 year contracts.

Earlier this week the first two commercial suppliers announced they had asked OFGEM to implement the SOLR (Supplier of Last Resort) process. This means their customers are passed to other suppliers to continue the supply, terminating any contracts in place and leaving businesses paying expensive out-of-contract rates while the process is implemented.

Other suppliers, desperate to stay afloat, are tearing up contracts that may have years to run and offering customers the option to either stay with them on higher rates or leave, (and pay similar higher rates elsewhere).

The result of the carnage within the industry is that EVERY business due to renew within the next year should expect an increase in their energy bills of between 50% & 150%, the size of the increase dependent mainly on when their previous contract was arranged.

If you would like some advice on how to minimise rising energy costs, please get in touch with Ian Hopping ian.hopping@auditel.co.uk to discuss the best way forward for your business.



**HELPING YOU IMPROVE
YOUR BOTTOM LINE**

FIND OUT MORE



Call: 01825 791128

Closing Remarks

We want to hear from you

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 the various business parks around the town.

Let's celebrate your successes and achievements!

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

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