

Burgess Hill

BUSINESS PARKS ASSOCIATION

Opening Remarks

A packed newsletter this week, we welcome not one but two new members...you'll find out more about them at the end...

Summer Networking Event

We hope to see more of you at our Summer Networking Event at Borde Hill Gardens. In two weeks time, Thursday 14th July from 4.30-6.30pm. Not only will we be getting free entrance and a guided tour of the gardens, but we now have also secured a special performance from a local male singing group who will perform a couple of numbers at 6.00...how convivial! Already good numbers have booked, still time to [bag your place](#)

We like to shout about it when our members win awards and this week is no different. We have some top businesses and business people in our ranks - well done!

There's also a call for help for Ukrainian refugees, and not unwholly unrelated, news about funding for EV charging.

In addition, we have some timely reminders regarding changes to 'telephony as we know it' and, as always, we keep you on your toes regarding cybersecurity.

In other news

Several articles this week looking at employment issues, an exciting offer of work placements for science and engineering focussed sixth formers this summer, a link to the latest report from the Bank of England and we introduce you to Laila, Pepper & Bella.

Want to advertise in this newsletter? Find out below

Next week you'll hear more about our fascinating event and tour of Edwards Vacuum.

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



ABCOM
IT SOLUTIONS

CONTACT US FOR A FREE
CONSULTATION
T: 01444 871 200
E: SALES@ABCOM.CO.UK
W: WWW.ABCOM.CO.UK

Tech giving you a headache?
Don't you think it's time to change?

IT SUPPORT
CYBER SECURITY
EQUIPMENT RECYCLING
IT SOLUTIONS
TELEPHONY

Making IT simple for over 25 years

Award Winners - Extech Cloud

Extech Cloud crowned UK EDGE Partner of the Year at Vuzion Cloud Awards 2022



The team at Extech Cloud was proud and delighted to be recognised for their achievements as a cloud-centric company, providing cloud IT services to customers. It demonstrates the company's commitment to training and development through the Vuzion EDGE Training platform.

"We find Vuzion EDGE training useful to learn about new features and apps, and how they can benefit our customers as well as our business" explains Andrew Hookway, Managing Director, Extech Cloud. "Our dedication to learning and development enables us to offer the latest Cloud IT solutions and systems to support our customers, helping to give them a competitive edge."

Ongoing training also enables Extech Cloud to maintain its status as a cloud solution provider and to keep its gold Microsoft partnership.

The Vuzion Cloud Awards was created to formally recognise the achievements and successes of Vuzion partners. Extech Cloud was also shortlisted this year as a finalist for the AZURE Partner of the Year, and UK Partner of the Year awards categories.

Having worked with Vuzion for just over five years, as the South's leading digital transformers, Extech Cloud helps organisations transition to the cloud. *"We enable remote, flexible, secure and more collaborative working"* adds Andrew Hookway. *"Put simply, we make hybrid working work!"*

Extech Cloud works with small-medium sized businesses, and learns as much as possible about how people in the business use and interact with data through its Feasibility Study. *"We understand how it will impact them on a daily basis, and then make the transition as pain-free and straightforward as possible for them,"* Andrew Hookway says.

For support with your IT strategy, or to learn more about the innovative products and support Extech Cloud provides to businesses in various sectors across the South, contact an Extech Cloud specialist today. Visit www.extechcloud.com, [email info@extech.co.uk](mailto:info@extech.co.uk), or call **01444 443200**.

MSDC Annual Business Survey

We encourage businesses to take part

MSDC is keen to reach as many businesses as they can, both small and large. So far 66 respondents, but the council would like to see a lot more, voice your opinions!

Closing date: Monday 4th July

[MSDC Annual Business Survey - CLICK HERE](#)

EV Charging

Increase of fuel costs leads to greater demand for workplace EV chargers



The increase in fuel costs has affected everyone, and with the price already exceeding £2 per litre in some parts of the country, more vehicle owners are looking into the benefits of electric vehicles.

If you already have, or are planning on getting, an electric vehicle than having an electric car charger installed at your property will make your life easier.

An EV charging point is not only safer, but it charges 2.5 times quicker than a standard 3 pin plug.

Car charging points can charge an electric vehicle from flat to full in 3.5 – 8 hours (depending on the vehicle and charging point).

PDP Services supply and install EV chargers across Sussex. PDP has seen an increase in demand for EV chargers from both homes and businesses, which will only escalate as more people make the transfer from fossil fuels.

Although the OLEV grant for domestic car chargers ended in March, businesses may be eligible for the Workplace Charging Scheme (WCS). Click the button below to find out if you are eligible.

The grant can cover up to 75% of the purchase and installation cost.

If you would like an estimate for EV charging points for your home or business, contact PDP Services on **01444 480444** or email info@pdp.services.

To find out if your workplace is eligible - [CLICK HERE](#)

Support for Ukraine

Connecting our Ukrainian arrivals with local companies for work.

I am a former member of the BHBPA, now more or less retired, and helping to support Ukrainian Refugees through the local West Sussex Support Group – see our [facebook page](#). The group covers Burgess Hill and the surrounding villages including Hurstpierpoint, Hassocks and Ditchling and has set up an amazing range of support in the past few months.

As a former Business Adviser I have offered to try and link anyone looking for work with local companies looking for staff. It is early days, and for many the priority is settling in and learning English, but we do have a few people who have either found a job or are looking. So far they are all women as most of the men are required to remain in Ukraine for military service. The level of English is quite mixed from very little to very good.

My request to the companies in the BHBPA is that if any of you have vacancies, part or full time, temporary or permanent, that they think might be suitable, please do get in touch with me and I will make enquiries within the group.

All the new adult arrivals are being assisted to obtain National Insurance numbers, any relevant visas and to apply for universal credit as a start. Some weeks ago I accompanied a young woman who had a great career in Odessa to register with the lovely team at Travail Employment, who certainly know their stuff when it comes to employing someone from overseas.

Many thanks
Carolyn Bentley

My contact details are carolyn@cbtradesupport.co.uk and my mobile is **07713 085371**

Award Winners - Rose Media Group's Aneela Rose

I am overjoyed to have won the 'Inspirational' Award in Dynamic Business Awards 2022 run by Platinum Media Group.



Lead judge in this category, Alison Jones of Kreston Reeves commented; *"Congratulations Aneela – I was amazed by your story when I was judging these awards and how you are such an inspiration to the next generation. I am so pleased that this has been recognised and thank you for inspiring me!"*

This is personal recognition for who I am, and for how I make others feel and behave. I've won this award because I too have been influenced by other phenomenal women, who have helped me to take away my own fears, and that's a very powerful thing.

The event was hosted at the beautiful Grand Hotel in Brighton and attended by hundreds of business women from across Sussex. Recognising the most talented and influential women in Sussex, these Awards were a welcome celebration of women in business.

Want to advertise in this weekly newsletter?

We are now planning the September 2022 - July 2023 cycle

From September there will be four regular banner slots in each newsletter.

Readership continues to grow for this newsletter. We are not talking woolly 'subscriber numbers', we are talking about the number of people that actually open the email and read it. The majority of these 'opens' then share the email with their own contacts.

Real and audited readership numbers

Last week's newsletter was admittedly a little special, but it was the most read newsletter ever reported using this platform. Even so, the number of readers has been steadily growing and now usually averages around the 250 mark every week. We always check who is reading.

These are all bona fide business people, members and non members in and around the local area. About half of our readers read it from their desktop, the other half open it on their mobiles.

We are offering banners for 3 month periods and for 2 month periods (June-July).

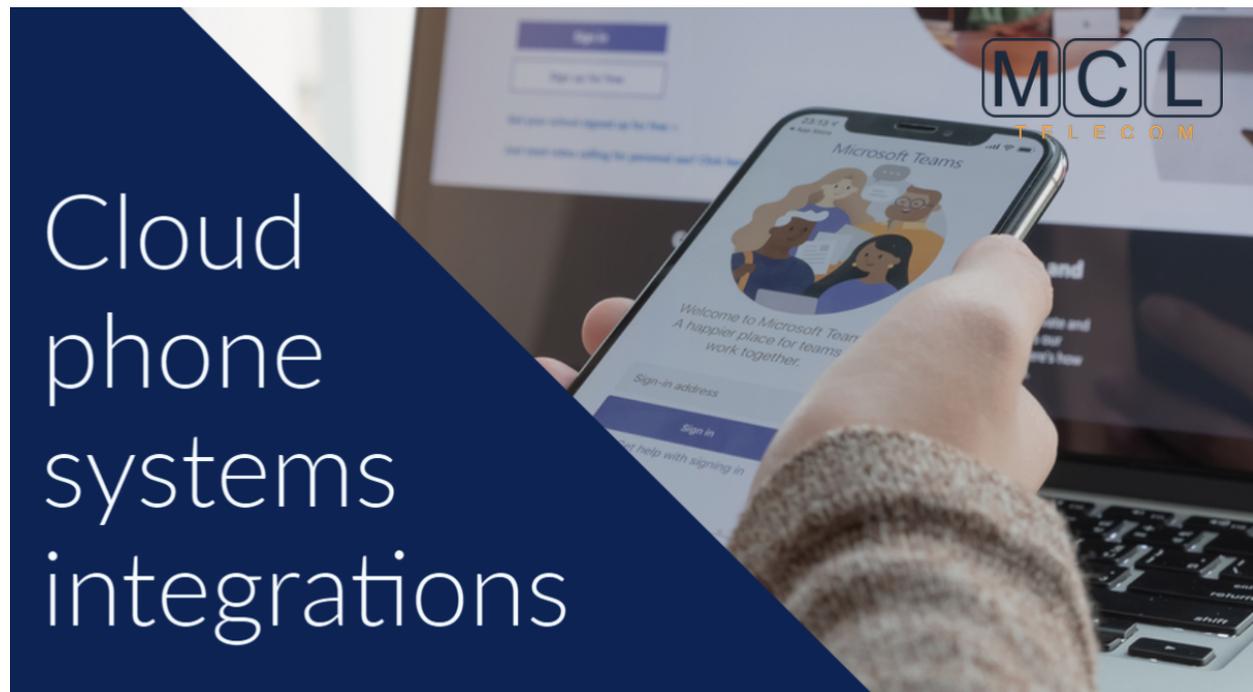
Banner costs = £60 per month.

Do not delay! We already have some blocks of three months already booked. You are not limited to one block. Subject to availability.

Contact richard.cox@bhbpa.co.uk or call (Tues/Wed/Thurs) on **07393 728688**

Are you ready?

Is your business ready for when BT switches off their PSTN and ISDN lines?



Hopefully you're aware that BT are going to terminate their PSTN And ISDN infrastructure in 2025, but if not, let us fill you in a little.

PSTN and ISDN 30, the technical names for the copper wire telephone infrastructure that BT has used since telephone exchanges were created. They're the 'plumbed in' lines that connect houses and businesses to their landline telephones.

Over the years, these lines have become more fragile and more prone to failure and / or outages. The systems themselves are old and difficult to maintain, so BT made the choice to terminate them all in 2025.

From now, we can no longer create new connections in this way, so if you've recently moved premises or if you're based in a new building, chances are you're already benefitting from cloud telephony services.

There are countless benefits to moving your business over to cloud telephony, more notably the flexibility it gives you, and everyone who works with you.

- You can literally unplug your desk handset and take it with you, wherever you want to work, and plug it back in, there would be no disruption to service.
- Cloud phone systems integrate seamlessly with business software frequently used in today's offices; Microsoft Teams, Hubspot and Salesforce to name just a couple.

- Ease of use; there's no expensive outlay for buying in the phone systems, a simple monthly licence for each 'seat' you require.
- Mobile and PC apps available, so you can take the system with you whatever device you're using.

There's no need to panic if you think you are on a 'legacy system' (a system that still uses copper wire landlines), there's plenty of time to get your systems updated, and usually moving to cloud based systems can save you money.

As the whole system is cloud-based you don't have to have any specific cabling in place, all the handsets are Wi-Fi enabled. There's always an option to have a back-up system in place so you'll never need to worry about outages or downtime again.

You don't need to battle through the jargon of this new technology either, as telecommunications experts we can break down what you need, making sure that you only pay for what you need, and with no hidden costs lurking.

Work Experience offer from Edwards Vacuum

A tremendous opportunity for any young person looking at a STEM related career

The programme will be running on the 25th and 26th July at our Global Technology Centre in Burgess Hill and is open to students currently completing Year 12 or 13 (we are running a separate session for Year 10s but those places are already filled). Below is the summary and how to apply.

Edwards STEM Work Experience Taster – Year 12-13

The Work Experience Taster running on the 25th and 26th July has been designed for Year 12 or 13 students with a keen interest in Engineering or Science. Held over 2 days, it will give students an insight into a global engineering company, providing knowledge about vacuum technology, lab testing, manufacturing and what we do as a business. The small group of students will spend time with different departments to get a broad knowledge of different types of engineering and product development. It is suitable for students already on the path to an engineering career.

Students can apply directly to jada.vine@vt.atlascopco.com, or via a parent if under 18, with the following:

- Current school year and age
 - A CV and/or personal statement
 - A brief note as to why you would like to do work experience at Edwards
 - What you would like to gain from the work experience
-

Taking Care of Business

What are insider threats and how can you defend against them?

Typically, most businesses are concerned about external adversaries maliciously accessing confidential data and systems. However, businesses often neglect to safeguard against their own employees who are threats to the business. This concept is known as insider threats.

An insider threat is any employee, vendor, contractor or person within a business that has authorised access to sensitive data or IT systems, that misuses that access in a way that negatively impacts the business. In this article, we will discuss the types of insider threats, how to detect an insider threat and how to defend against them.

What are insider threats and how can you defend against them?



Types of Insider Threats

Malicious Insider

Malicious insiders are individuals that intentionally misuse their access to data or IT systems for their personal or financial gain. An example of a malicious insider that was currently in employment was a Russian Nuclear Scientist who abused their access to a supercomputer to mine Bitcoin. However, malicious insiders can also be ex-employees who still have access to data and IT systems, or exfiltrate data before they leave. This was the case when an ex-Google employee saved thousands of confidential files before leaving the company, or when an ex-employee of a financial firm attempted to sell 100GB of customer data for £4,000 online.

Accidental Insider

Not all insider threats have malicious intent, as such as is the case for accidental insiders. Accidental insiders are individuals who unknowingly increase cyber risk or harm the business. An example of an accidental insider was when an HR employee within the NHS accidentally sent an email to a team of senior executives. The email included the mental health information and surgery information of 24 NHS employees.

Negligent Insider

Similar to accidental insiders, negligent insiders do not intentionally harm the business but do so through negligence or carelessness. This may be through the use of shadow IT or avoiding updates or security patches, which can lead to a cyberattack. An example of this was when a Boeing employee shared an Excel spreadsheet with his wife, so she could help solve formatting issues. This spreadsheet contained the personal information of 36,000 employees.

Insider Threat Detection

One of the key challenges in defending against insider threats is how businesses can detect an insider threat. As these individuals have legitimate access to data and IT systems, basic forms of detection are not viable.

Therefore, in order to accurately detect insider threats, businesses require a comprehensive Security Information and Event Management (SIEM) platform or User and Entity Behaviour (UEBA) solution. These solutions solve this challenge as they collect information about the behaviour of individual employees and create a baseline model of normal behaviour. Therefore, if the employee deviates from this behaviour and accesses abnormal data or starts saving confidential information, the activity will be flagged. After this, the business's IT department or third-party IT provider can look into the behaviour and assess if they are an insider threat.

How to Defend Against Insider Threats

Whilst detecting an active insider threat can help with remediation, it can also be too late if the employee has already exfiltrated data or shared confidential information. To defend against malicious insider threats, businesses need to identify where all their sensitive information resides and determine who has access to this data. Most businesses allow employees to access more sensitive information than is required in their role. This can be solved through the Zero Trust principle of least privilege. This principle states that employees should only be given privileges required to complete their job, and nothing more. This defends against malicious insider threats as it means that employees cannot access or exfiltrate data.

As many insider threats only abuse access after they have left the company, businesses should ensure that after an employee leaves, their access to any company data or IT systems is revoked. If the employee has additional login credentials to systems, such as administrator or root credentials, these passwords should be changed.

Whilst the above recommendations can also defend against accidental and negligent insiders. In order to defend against these insider threats, businesses need to develop a strong security culture and give employees the education and tools they need to ensure they do not become a risk to the business. This can be accomplished through cybersecurity awareness training and regularly tests or quizzes to ensure that employees retain the knowledge. If a business can create a strong security culture, employees are less likely to become accidental or negligent insiders.

Looking For Additional Support?

Many businesses struggle to implement the necessary safeguards to both detect and defend against insider threats. If your business is looking to start taking insider threats seriously, [contact us today](#) and we can help with the deployment of security solutions, as well as running cybersecurity awareness training.



YOUR WELLNESS HUB

A WELLBEING PORTAL THAT OFFERS YOUR EMPLOYEES:

- DISCOUNTED GYM MEMBERSHIPS
- DISCOUNTED HEALTH ASSESSMENTS
- ONLINE RETAIL DISCOUNTS
- MENTAL WELLBEING APP

HEALTHY PEOPLE
HEALTHY BUSINESS

RECEIVE 20% OFF AS A BURGESS HILL BUSINESS PARK ASSOCIATION MEMBER!

[CLICK HERE TO FIND OUT MORE](#)

Bank of England Quarterly Report

Bank of England Agents' Summary of Business Conditions Q2 2022

The latest Agents' Summary of Business



BANK OF ENGLAND

Conditions have been published.

The link below is to the summary page on their website, and to the full pdf document:

[Bank of England Report - CLICK HERE](#)

Innovation in Seasonal Workforce Recruitment

Can we expand on our current programme?

Due to the seasonality of our business we have historically taken on a number of storeman during the summer months only to let them go once our season has ended. We hope that they might return the following year but there's no guarantee.

Therefore, we've been working with a local company who's peak period is during the winter, especially the run up to Christmas, and as such they need workers in their warehouse during this period.

We are looking at offering our seasonal workers employment at the partner firm, providing the needed employment, the partner firm with staff during their busy period, and the firm prospect that the employee will be back with us when we need them.

We were wondering if any other companies have similar seasonal variations in staff and would like to find a way of 'retaining' staff outside of peak periods.

Andrew Rewell
Operations Manager



To discuss this type of initiative
[Contact Andrew here by email](#)

Job Posting - Merlin Workwear

Part-time embroidery / print technician



2-3 days per week, ideally including Monday and Friday.

No experience necessary as full training will be given.

Small, friendly team!

News from Travail Employment Group

Summer Temporary Staff Available Now!



At Travail Employment Group, we are delighted to say that after months of depleted candidate pools of temporary workers, the students are now returning to save the day and offer some relief this summer for your staffing needs!

If like many, you have lots of staff holidays occurring and could do with an extra pair of hands to pick up the phones, respond to enquiries, do some general admin or get those outgoing orders picked and packed, then please feel free to pop me a message or give me a call with any short terms needs you might have!

We have a healthy number of really good, eager candidates seeking work right now who will offer a range of skills. We know that come September though, many will be lost again, returning to university, so if you have a need to clear down work that keeps piling up, then now is the time to make the most of having some candidates readily available!

As Burgess Hill's only high street Recruitment Agency, Travail Employment Group are proud to be a pillar of support for local people as well as local businesses. We work hard to match well suited people for both temporary and permanent positions, within all sectors, and our team of 4 (plus 3 dogs) will provide a consultative approach at every step of your recruitment journey.

Call us today on **01444 244204** for further details on how we can help you.

New Member

Thriiver

Thriiver support individuals, teams and organisations to achieve by embracing diversity.



Their diversity-driven learning programmes aim to raise awareness of disability, neurodiversity and both mental and physical health in the workplace.

This is complemented by over 25 years' experience providing person-centred support through workplace assessments, strategy coaching and assistive technology solutions.

Chris Boshier
Business Development Manager



Formerly Hands Free Computing

To find out more about how Thriiver can support your organisation to boost confidence and engagement for employees, build cohesive and motivated teams, and deliver growth for organisations please visit www.thriiver.co.uk.

New Member

The Sussex Harmonisers

'The Sussex Harmonisers' is the name of a Charitable Foundation (Reg. No. 1146107) that entertains and educates audiences in unaccompanied singing, specialising in the Barbershop style of 4 part harmony in which they compete with great success on a national basis with other Barbershop singers at the annual conventions of the British Association of Barbershop Singers.

A complete profile is available at www.sussexharmonisers.org.uk

The foundation currently supports two main chorus ensembles;

- A male chorus of some 35 members, 'The Sussex Kings of Harmony'
- A female chorus of some 20 members, 'Sussex a cappella'

They also come together with smaller ensembles and as a mixed chorus from these main choruses to meet particular demand.



They are Based in Burgess Hill rehearsing weekly at Woodlands Mead School just behind Burgess Hill School for Girls.

Their repertoire evolves all the time and currently includes arrangements of songs originated by Queen, Adele, Elbow, Elton John, Mamas and Pappas, Bob Dylan, Billy Joel and at BABS Convention 2022,



they performed a new song specially arranged for them by Theodore Hicks called 'Die a Happy Man'.

Musical Direction is provided by long experienced and award winning directors, one for the male choruses and one for the female chorus and they are supported by a very talented Deputy Director for the male singers and Assistant Director for both choruses who is himself a singing coach and musical arranger.

The aims of this Charitable Foundation are to support wellbeing in our community through singing and to constantly advance, develop and maintain the education of their singers and to encourage people who love singing to join them, develop their voices and perform in unique choral groups that may be quartet, octet or full chorus in format.

STOP PRESS

Performng at BHBPA's July networking event at Borde Hill - see below

Selected BHBPA Networking Events



Summer networking at Borde Hill Gardens. Usually it costs £7.50 to enter the gardens.

We have secured **FREE** tickets, a guided tour with one of the gardeners and tea and cake! YES...Tea & Cake!

Later in the evening at 6.00pm, we will have a short performance from The Sussex Kings of Harmony - our newest members!

FREE - members only
Thursday 14th July



Burgess Hill Mean Business

Join us for the return of our big expo.

Bookings are now building quickly - do not delay, secure your place today!

Mank thanks to HEADLINE SPONSORS
YourWellnessHub

Stands - £100

Entrance - FREE

The Kings Centre

Friday 16th September

4.30-6.30pm

10.30am-3.00pm

[See below to book your places.](#)

[Book Your Stand Here](#)

All Upcoming BHBPA Events

Would you like to give a presentation at one of our general networking events?

We are always interested to hear from you if you have a 10-15 minute presentation covering a pertinent business topic. To discuss this in more detail contact richard.cox@bhbpa.co.uk

Tuesday 12th July 4.00 to 5.00pm

2nd Tuesday ZOOM Networking (July)

Thursday 14th July 4.30-6.30pm

Borde Hill Gardens - Tour, Performance and Networking

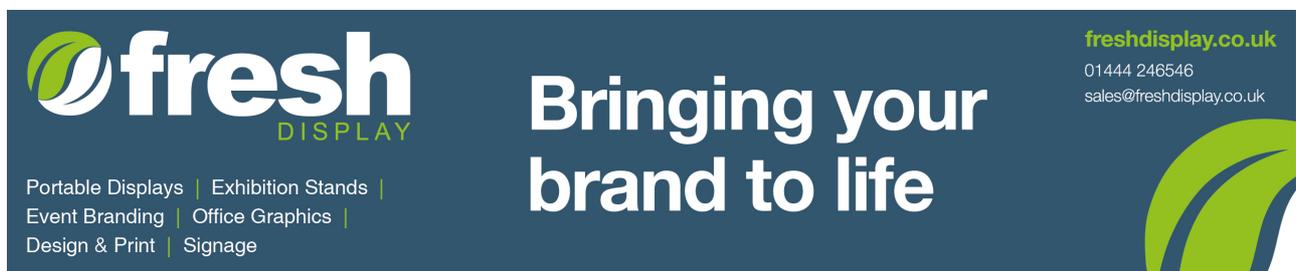
Friday 16th September 10.30-3.00pm

Burgess Hill Means Business - The Kings Centre

Please ALWAYS 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!

[To Book Events - CLICK HERE](#)



The banner features the 'fresh DISPLAY' logo on the left, with 'fresh' in white and 'DISPLAY' in green. Below the logo is a list of services: Portable Displays | Exhibition Stands | Event Branding | Office Graphics | Design & Print | Signage. In the center, the text 'Bringing your brand to life' is written in white. On the right, the website 'freshdisplay.co.uk', phone number '01444 246546', and email 'sales@freshdisplay.co.uk' are listed. A green and blue abstract graphic is on the far right.

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!

Deadline for copy each week is Thursday 3.00pm

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

*BHBPA Ltd. c/o Lea Graham Associates
Hillcrest House
84 Valebridge Road
Burgess Hill
RH15 0RP*

[Click this link to unsubscribe](#)

{~id=B101041137zzzz642b60c77c5541b635daf1c7792aa648a68357d4055c1be5d9ad1486348f089556&languageCode=en_GB.UTF-8~}