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Burgess Hill

BUSINESS PARKS ASSOCIATION

Weekly Newsletter - Every Friday Morning

Opening Remarks

As a business group we are always keen to promote exciting initiatives that connect business with local schools in fulfilling and vibrant ways. We're already involved in promoting STEM events with school children. We are now keen to promote a programme that combines sustainability education with innovation and design skills that supports Geography, Science, Digital Technology and Citizenship, as well as building essential transferable skills. We're asking our members to get involved in this in a number of ways as it prepares to launch across Mid Sussex. There will be many ways in which you can be involved. If you have children in local primary schools perhaps you can help us with your own contacts. Read more about the Eco Pioneers below.

In other news

Don't delay, we only have three tables left for the BHBPA annual quiz night, if you want to join us at The Woolpack you'll need to let me know as soon as possible. Meanwhile, The Oak Barn Restaurant has a number of themed events happening in the next few weeks.

One of our members shares a useful business guide on team performance and engagement. While another explains how professional development has broadened her area of expertise.

Entries are already coming in for the BH Biz Star awards 2024

We explain what makes our awards so special – it's about your people. To that end, in this week's issue we celebrate some young talent now making their mark in professional services in both law and accountancy.

One of this year's sponsors explains why we must also recognise the importance of the Business Person of the Year category. It honours the dedication, vision, and outstanding achievements of our MDs, CEOs and business owners. Nominate someone you think is making waves...but don't be shy, why not step up and nominate yourself, you've earned that acknowledgement.

Our AGM is fast approaching. Already well subscribed, we still have spaces available, find out more about that and our other [Events](#) - with details further below.

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

Two new members are introduced today. Become part of the fastest growing business group in Sussex - [Join Here](#) .



Net Zero

IT'S A LONG JOURNEY

**DON'T SET OFF ON THE
WRONG FOOT**



Call: 01825 791128

ian.hopping@auditel.co.uk

[CLICK TO FIND OUT MORE](#)

Your People are Important

Let's celebrate them!

Our [BH Biz Star awards](#) focus on the most of important part of any business – your people.

Our judges will recognise the achievements of employees from the top to the bottom of an organisation, evaluating their contribution to the workplace and their community.

Whether that is an individual at the sharp end of the business, helping to drive your business growth, or that truly invaluable star that holds everything together and makes it all work, day in day out, rain or shine.

Let's shine a light on those unsung heroes as well. Nominate them for our Bright Star award (PS: they don't have to know...)

We also celebrate your newer staff with the broad category that is Star Apprentice. He/she/they do not have to be an apprentice per se, they could be a trainee or a newcomer to your business who similarly has that special shine to them.

Apprentices come in many shapes and sizes, they'll be those fresh out of school, there will be those returning to the workforce. Some might be on a short year-long administrative apprenticeship. As you'll read about below, some will be taking several years to complete theirs, leading in some cases to a Degree, a Masters or a highly regarded professional accreditation. In addition, I know of several apprentices working in member businesses under an [Accessible Apprenticeship](#) scheme. We want to hear about all the stars you have. If a nominee has issues with mobility, we'll see to it they can be involved, and if they are up for it, there for the big awards night.

There is only one condition: You must be a member!

You can also nominate others as long as they work in a member business.

Multiple entries in a single category

You can enter up to three different categories, but in each category you have the opportunity to make multiple entries. So if you have several 'Bright Stars' or 'Star Apprentices', tell us why they're exceptional.

Read about what we are looking for in each of the award descriptions on our website. Our judges are looking for evidenced submissions so make it apparent what has been achieved.

We look forward to hearing from you.

Once you're done, send the completed forms, together with any supporting evidence, testimonials and the like to: richard.cox@bhbpa.co.uk



Download an application form today

Making a Career in Law Accessible

Law Apprenticeships - A Commitment to Long-Term Gains and Supporting EDI

In recent years the legal profession has made progress to diversify the industry and create opportunities to be more inclusive. However, there are still a range of obstacles that prevent individuals from accessing a career in law and processing in the industry.

Individuals with university education, from high socio-economic backgrounds still predominantly occupy the upper tiers of the world's leading and most esteemed law firms. However, there is optimism that new initiatives such as Solicitor Apprenticeships can enhance EDI by making law more accessible.

The Solicitor Apprenticeship was introduced in 2015 to enhance social mobility within the industry and support a significant transformation in the qualification process for aspiring lawyers in England.

Anya French joined Bennett Oakley Solicitors in summer 2023 and started a Solicitor Apprenticeship in January 2024. Having gained first-hand experience in the legal profession and exposure to various areas of law and different practice settings, she has become an essential and well valued member of the team.

"I am so grateful to have found a firm who will support me throughout the 6 years of my apprenticeship. This scheme has provided me with an amazing opportunity to expand my knowledge in all areas of law while observing and assisting lawyers first-hand. I look forward to continuing my studies with BPP and my journey with Bennett Oakley Solicitors."

Anya French



BennettOakley
SOLICITORS

Operations Director, Samuel Cash said: *"We are really pleased that we have been able to support Anya on her journey to becoming a solicitor through the apprenticeship scheme. Anya will our first apprentice at Bennett Oakley and will be able to combine on the job experience whilst studying to reach her end goal of becoming a Solicitor."*

Unlike many traditional law firms, Bennett Oakley is owned 100% by its employees. We are the first law firm in Sussex to become employee owned, offering our employee owners a stake-and-say in the business, as well as an equal share of profits. Through our modern and innovative approach to business, we aim to invest in the best team possible to support our clients and influence change that positively transforms the make-up of the legal industry.

BH Biz Star Awards

It's our 20th Anniversary - we're rolling out the PIZAZZ!



The big event will be held at the AmEx Stadium on Friday the 24th May from 6.30pm to 1.00am. (note the slightly earlier commencement). Starting with a drinks reception, a three course dinner, the awards ceremony itself and special guest entertainment.



Held in the Mayo Wynne Baxter Hall as pictured above. This magnificent venue holds 400. For the last event we held, way back in 2019, there were 350 guests on the night.

Tickets go on sale March 1st with EARLY BIRD pricing

Including for discounted rates when you book a table of ten or eight

For a limited time only an individual ticket will cost £75 and a table of ten will cost £650

We promise a spectacular evening. Starting with a drinks reception, there'll be a three course gala dinner with wine and great entertainment!

We have striven to keep the ticket prices as reasonable as possible, to encourage you to bring your teams to celebrate together.



[Enter the awards now - Click Here](#)

New Members this week

- Merceric Executive Coaching
- Next Step Apprenticeships

Merceric Executive Coaching

Ian Mercer, Merceric Executive Coaching

Hailing from a wide and varied background in professional development and electronics design, Executive Coach Ian Mercer has been running his own consultancy for over a decade now.



During that time, Merceric Executive Coaching has nurtured the prospects and ambitions of business leaders at all stages of their career paths, whether that be at the start of their management journey or when faced with new challenges.

Ian's clients have included managers keen to strengthen the decision-making skills of their own senior teams, supervisors assuming new responsibilities and high-ranking executives taking the lead through major restructuring.

Ian Mercer

Executive Coaching is a professional discipline that reflects the structures and dynamics of an organisation, it is very much grounded in an awareness and knowledge of how organisations work.

"I have a Masters in organisational development, majoring in the sociology and psychology of people in the work environment, and that is my starting point."

"I don't tell people how to run their business or do their job, rather I help them to help themselves. I walk alongside them, challenging them and supporting them, on the path to gaining new, fresh perspectives."

Based in Seaford, Ian has wide-ranging experience working with SMEs in the engineering, manufacturing, education, healthcare, financial services and charity sectors.

Accredited by the Association for Coaching, he said: "Executive Coaching is a powerful, personalised development tool that complements so many of the activities that SMEs undertake.

"That includes organisational restructuring, programmes of team building and change, senior management and board development - in fact, just about any challenge that involves people and process."

Merceric Executive Coaching is currently offering potential new clients a free 45-minute Executive Coaching taster session – normally 90 minutes. Hopefully I'll get to have a chat with everyone at some point!



merceric
Executive Coaching

Ian Mercer MSc MA (Cantab) MCIPD CEng MIET
Accredited Executive Coach

07505 193311

ian@merceric.co.uk

Merceric Executive Coaching

www.merceric.co.uk

www.linkedin.com/in/merceric

Next Step Apprenticeships

Exceptional Career Opportunities

Next Step Apprenticeships is dedicated to providing exceptional career opportunities for apprentices across Sussex and beyond. Our commitment to excellence revolves around prioritising learner experiences and addressing client needs with precision and care.

We firmly believe in the power of face-to-face learning and skills coach-led delivery, supplemented by tailored workplace mentoring. This hybrid approach not only hones apprentices' technical skills but also fosters the development of softer skills such as confidence and communication, essential for success in any professional setting.



Robyn Lach

At the core of our mission is a passion for supporting the growth and development of local businesses. We collaborate with a diverse array of employers to help them build, develop, and retrain their workforce effectively as these courses can also be used to upskill existing employees!

Our comprehensive apprenticeship recruitment is complemented by our in-house recruitment team, enabling businesses to find the perfect apprentice match for their specific needs.

We understand the significance of practical, on-the-job learning experiences. Our programs are meticulously designed to equip apprentices with the hands-on skills and knowledge they need to thrive in the workforce. Furthermore, we recognize the importance of upskilling existing team members within companies, offering apprenticeship programs tailored to deepen their expertise and broaden their capabilities.

By fostering a culture of lifelong learning, Next Step Apprenticeships empowers individuals to advance their careers while making meaningful contributions to their organisations' success. Our expert-led training and practical workplace learning initiatives enable employees to unlock their full potential and meet the evolving demands of today's dynamic business environment.

Ultimately, our goal is to deliver top-tier training and recruitment services that benefit both apprentices and the businesses we partner with. We are committed to preparing apprentices for successful careers while helping local businesses flourish and thrive in a competitive landscape.



To learn more about how Next Step Apprenticeships can support your organisation's growth and development initiatives, please contact Robyn Lach at **07551 223044** or visit www.nextstepapprenticeships.co.uk.

Eco Pioneers

Calling any contacts in Mid Sussex primary schools!

There is a (free!) opportunity for up to 5 primary schools in the Mid Sussex district to participate in the Eco Pioneers programme. The programme is aimed at Years 5 and 6 and combines sustainability education with innovation and design skills. Students learn about and research sustainability in their school and local area. They then identify issues they care about and design solutions that could be implemented locally.

The programme culminates in a presentation of ideas to local decision makers, including councillors, community groups, school leadership and parents. The programme supports Geography, Science, DT and Citizenship, as well as building essential transferable skills.

Cllr Kirsty Lord was so impressed by the ideas she heard last year from Year 6 students at the Windmills Junior School that she transformed them into a 'Year 6 manifesto for change' that she shared with county, district and parish councillors.

This programme is delivered by BHBPA member [Social Innovation for All](#) CIC and is supported by Mid Sussex District Council.



Please get in touch with Kat on kat@si4a.net to find out how your local school can participate this year. You can also read more here: <https://www.si4a.net/projects>

An advertisement for Extech Cloud, a Microsoft Solutions Partner. The ad features a person in a grey hoodie holding a laptop, set against a light blue background. Text on the left includes the Extech Cloud logo, the Microsoft Solutions Partner logo, and contact information: 'Your local Microsoft Solutions Partner', 'Call: 01444 443 200', and 'www.extechcloud.com'. On the right, a headline reads 'We'll show you how Microsoft can help you beat the cyber criminals.' Below this are two circular icons for 'CYBER ESSENTIALS CERTIFIED' and 'CYBER ESSENTIALS CERTIFIED PLUS'.

extech cloud Microsoft Solutions Partner
Your local Microsoft Solutions Partner

Call: 01444 443 200
www.extechcloud.com

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

CYBER ESSENTIALS CERTIFIED
CYBER ESSENTIALS CERTIFIED PLUS

Business Person of the Year

This week we hear from the sponsor of the Business Person of the Year Award



PROUD SPONSOR
BUSINESS PERSON
OF THE YEAR



RUBIXVT

At [Rubix VT](#), we recognise the invaluable contributions made by business leaders in Burgess Hill and across Sussex. Our entrepreneurs and business leaders drive innovation, create employment opportunities, and contribute to the economic growth of our community.

By sponsoring the Business Person of the Year category, we aim to honour the dedication, vision, and outstanding achievements of our MDs, CEOs and business owners. We believe that recognising and celebrating their accomplishments not only inspires others but also helps to cultivate a culture of excellence and continuous improvement within the local business ecosystem.

Rubix VT is also delighted to support the [BH Biz Star Awards](#) and the work of the BHBPA, which works so hard to improve and advance the regional economy.

We are proud to play a role in recognising and celebrating the achievements of outstanding business leaders.

Celebrating Young Success

Nick celebrates remarkable success in accountancy exams



Nick Downton

Nick Downton, Audit Senior at Sussex and South East accountancy firm Carpenter Box, is celebrating a remarkable achievement in his accountancy career, recently passing all 15 ICAEW ACA exams at the first attempt.

Nick, from Crawley, joined Carpenter Box in 2019 after gaining a degree from Sussex University in Maths and Economics. His numerical and analytical skills made accountancy a natural career choice and he is now a key member of the Assurance & Advisory Group at the firm's Crawley office.

In this role, he undertakes audits for medium-sized companies across a variety of business sectors, as well as managing a number of trainees.

Nick commented: "Following university, I was keen to join a medium-sized accountancy firm with a good reputation, and in Carpenter Box I found a practice able to provide me with a brilliant opportunity to gain experience across a number of departments."

Nick is now planning to complete his ACA training file over the next three months, which will enable him to fulfil his goal of becoming a fully qualified chartered accountant.

Carpenter Box Managing Partner, Alan Edwards, commented: "Nick should be very proud of his impressive exam results. They not only demonstrate a high degree of commitment to his chosen profession, but also show other young people considering their career options what can be achieved with determination and the support of an employer such as Carpenter Box."

For current sixth form and college students interested in following in Nick's footsteps, Carpenter Box is holding a Trainee Scheme Open Evening on Tuesday 27th February between 5.30pm and 7.30pm at their offices in Crescent Road, Worthing.

At the event, some of the Carpenter Box partners, qualified staff and current trainees will explain the different pathways on offer to help new recruits become an accountant, tax specialist or business adviser.



**CARPENTER
BOX**

For further information and to register for a free place, go to www.carpenterbox.com/open-evening
www.carpenterbox.com

Nine Points to Success

Improve your team's engagement and performance - 9 points to success

Managing and developing a team is often cited as one of the hardest, and least enjoyable roles, business owners have. You are not only competing for the best people, but also for their imagination, enthusiasm and passion as members of the team. Therefore engagement and motivation are paramount to achieving your business performance ambitions. As the leader in your business, the onus is on you to proactively and positively manage your team, using the right strategies at the right time, applying your emotional intelligence and tools to drive up engagement and performance levels.

To help you out, we've produced this FREE 9 point guide to successfully engaging your team and empowering them to deliver their best performance.

Download for free now: <http://tr.growthcoach.co.uk/business-growth-services/#team-engagement-guide>

9 points to success:
**Team engagement
and performance**



 GrowthCoach



Joanne South - Director
UK Growth Coach
Tel: **01444 440500**
Email: jo@growthcoach.co.uk
www.growthcoach.co.uk

Download your free copy here

The BHBPA Annual Quiz Night

This year in aid of [Kangaroos](#)

Tuesday 12 March from 7.00pm onwards (Quiz starts at 8.00)

The Woolpack Inn, Burgess Hill
Last 3 tables left! - DON'T DELAY

- 1 team of 4
- 1 team of 5
- 1 team of 6

Booking

I manage the teams so contact me directly about the size of your team and the team's name. I'll let you know the availability for the various table sizes.

Email to book your table / individual seats richard.cox@bhbpa.co.uk



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Always Learning

An additional qualification for a professional mortgage broker



I'm delighted to be able to offer advice on EQUITY RELEASE MORTGAGES having qualified with merits!

Equity Release mortgages allow people to monetise the equity in their home and is specifically for people in later life.

An Equity Release mortgage is a very niche product and probably not for most people.

Clair Zenden

However, for those over 55 with no mortgage or loads of equity in their home, an equity release mortgage could be a solution to generate monthly cashflow or a lump sum to 'pay your inheritance forward' by gifting their kids or grandchildren a deposit for their own home. (And potential to mitigate an Inheritance Tax liability too).

I was curious so studied it and can now help clients make an informed decision about whether it's an appropriate solution for them.

If you are curious too, I'll happily explain options with you.



clair@thezendenmortgages.co.uk
07704 435343

www.thezendenmortgages.co.uk

BHBPA - Annual General Meeting

Join us at the Panattoni Park Burgess Hill
20th March from 8.30 - 11.00am

Find out what BHBPA has been up to this past year and what we plan

We'll be having the meeting inside one of the complete units at the Panattoni Park Burgess Hill. A buffet breakfast has been arranged, coming from the Hickstead Lodge and sponsored by Panattoni.

We'll have an update on everything the association has done over the last 12 months and what we have in store for the rest of the year.

Commercial Property Update

Find out about commercial property in Sussex. We have a respected expert in this field giving an overview of the Mid Sussex market:

[Tim Hardwicke](#) from **[SHW](#)**.



- An overview of the Burgess Hill / Mid Sussex, Warehouse, Industrial & Logistics market. (i.e. Rents / Demand / Supply)
- How Mid Sussex sits in line with the broader South East and A23/M23/A27 Sussex region.
- Occupier trends / what do occupiers want from a unit.
- Environmental, social & corporate governance (ESG) & Greener units

You'll leave the event energised!

We'll conclude with a well-being wrap-up session. Enhancing the morning's proceedings by alleviating stress, nurturing connections, and creating a positive, lasting impression on attendees.



Participation is encouraged in a welcoming manner, featuring hands-on demonstrations of quick, SIMPLE and fun relaxation techniques!
Brought to you by Well-Being Motivator **[Sam Rehan](#)**

[Click here to book this event](#)

The Power of Networking

The joint event of BHBPA, EGBA, gdb and HHBA is this year hosted by Burgess Hill Business Parks Association

We would like to thank Porsche Centre Mid Sussex for hosting an event we expect will generate a huge turnout. We have put a limit on this of 150 guests.

We would also like to thank CAE for allowing us to use their adjacent car park for the evening.

This is strictly a **MEMBERS ONLY** event

You will have to **[book via eventbrite](#)**.

It is on our website...but use the eventbrite booking form please!

Burgess Hill

BUSINESS PARKS ASSOCIATION



EGBA | EAST GRINSTEAD
BUSINESS ASSOCIATION

CONNECTING & SUPPORTING LOCAL BUSINESS WITH LOCAL PEOPLE

Brought to you by
bhbpa.co.uk

Joint Networking Event

FREE Members only
BHBPA, EGBA, gdb and HHBA

The power of networking -sparking business
creativity, innovation and efficiency!



Join the ultimate 2024 Joint Networking Event where BHBPA, EGBA, gdb, and
HHBA come together for an epic in-person gathering!



Wednesday, April 24th
6pm - 8pm

BOOK HERE
[eventbrite](https://www.eventbrite.com)

Porsche Centre Mid Sussex

Innovation Drive, Burgess Hill RH15 9TW



Book this event here

The Oak Barn

A selection of some great themed events coming up soon

- Singles Night - 28th Feb from 6.00pm-9.00pm
- Pie Week 4th - 9th March
- Mother's Day - 10th March

The Oak Barn Restaurant
Cuckfield Rd, Burgess Hill RH15 8RE

01444 258222

Menu: oakbarnrestaurant.co.uk

SINGLES NIGHT

AT THE OAK BARN RESTAURANT
COME AND MEET NEW FREINDS OR MAYBE
THAT SPECIAL SOMEONE?



INTERACTIVE ENTERTAINMENT
AND GAMES
WITH LOCAL SINGER
TOBIAS ALEXANDER





Monday 4th March
To
Saturday 9th March

The Oak Barn
Restaurant & Bar

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

**Join us to celebrate
British Pie Week**
For Lunch Or Dinner
& Help raise Money
For St Peters & St James Hospice

Table Games &
Quizzes Relating To
PIE'S, Available To Play

£2.50
From Every Pie Sold
Will Be Donated

Mother's Day

Sunday 10th March 2024

The Oak Barn is a fantastic venue to spoil Mum this Mothering Sunday. Serving our special 3 Course Menu from 12pm – 7pm



All Upcoming BHBPA Events

28 Feb 2024
5.30 - 8.00pm

Sustainable Manufacturing

Held at the Adelphi Group of Companies, Haywards Heath.

Let's Go Net Zero

Interested in reducing costs, using resources efficiently, driving down your carbon footprint and saving money?

FREE - [tickets available on eventbrite](#)

12 Mar 2024
7.00pm- 9.30am

The BHBPA Quiz Night

In aid of Kangaroos - Held at The Woolpack

Tickets paid on the night £5 (includes chilly or cheese nachos)

20 Mar 2024
8.30 - 11.00am

Our AGM

Held at Panattoni Park Burgess Hill

FREE for all members

24 April 2024
5.00 - 8.00pm

Joint event with HHBA, EGBA & GDB

To be held at Porsche Centre Mid Sussex

Huge joint event with 150+ expected - [book on eventbrite](#)

FREE for all members

24 May 2024
7.00pm - 1.00am

The BH Biz Awards Evening

The AmEx Stadium - We expect between 300-400 guests

Dress to Impress

Table booking details and pricing will be announced soon

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!

[Book all Events - CLICK HERE](#)

Closing Remarks

We are keen to hear your stories, awards won, apprenticeships completed, sustainability improvements, your involvement with local schools and all and everything going on in various business parks in and around the town.

Let's celebrate your successes and achievements!

Deadline for copy each week is Thursday noon.

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



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