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Burgess Hill

BUSINESS PARKS ASSOCIATION

Weekly Newsletter - Every Friday Morning

Opening Remarks

Building your Workforce's Skills

Yesterday evening we launched our BHBPA Training at our event at the Burgess Hill Town Football Club. We'll have a report on that next week. For the moment we share with you these courses now LIVE on our website, running every month through all of 2025. We have special introductory offers on these.

Business insights

We explore Co-pilot. The value of equality, diversity and inclusion programmes is evaluated. West Sussex Fire Service launches a public consultation. Businesses working in the South Downs National Park come together and other businesses are welcome to attend.

In other news

An important community hub in the town is in need of support. While another charity offers up some innovative ways in which your company can get involved with them, illustrious women from a variety of sectors share a platform at Burgess Hill Girls, an event open to students from all schools, encouraging young people in their hopes and aspirations.

Events

I'm also hearing from many of you about your quiz teams later next month, get in touch with me [directly](#) to book your tables. The Burgess Hill Means Business expo will be taking place on Thursday 15th of May, it's been a busy week here at the HQ of the association, so we'll launch that next week! [Book Events](#).

It's great to introduce two new members this week that both bring valuable skill sets to our membership ranks, Become part of the fastest growing business group in Sussex: [Join Here](#)

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BHBPA Training

Business training provided locally

An investment in your staff is an investment in your business. BHBPA offers a range of courses scheduled throughout the year. These are run by our Approved Training Partners.



Our Training Partners

Rewards Training

Rewards Training offers accredited courses from the Institute of Leadership Management (ILM) to move your staff on their next career progression within your company.

Cybility Consulting

Cybersecurity is critical for businesses of every size. We've teamed up with experts at Cybility Consulting who deliver engaging, interactive training that your staff will experience, retain, and apply.

Sales to Success

Sales & Account Management should be approached using tried and tested techniques and strategies. Our courses are delivered by Julian Clay of Sales to Success, a master trainer with deep experience and insights in these essential fields of business success

Why use BHBPA Training

Conveniently delivered locally

All our courses run from the Kings Centre on the Victoria Business Park.

Preference Rates for Members

The association has secured very preferable rates for our members which will not be bettered.

Approved Training Providers

We offer accredited training qualifications like no other courses locally available, offered at an exceptional price.

Ease of Booking

All bookings are handled by our Training Partners. They will guide you on how to best develop your teams for exceptional results. Courses run must meet minimum numbers. Terms & Conditions apply.

Special Introductory offers available for a limited time only

Rewards Training - Offer

The Institute of Leadership Management (ILM) Level 3 course - Management, from Rewards Training. This is an accredited qualification and will be taught over three half days, over a 12 week period. See our website for full details.

- Non-members - currently £600 + VAT
- **Introductory offer BHBPA members price £499 + VAT**
- Reverting to normal BHBPA members price later next month at £549.

Cybility Consulting - Offer

An interactive two hour course. See our website for full details.

- All Members: **First 15 booked on the course : £95 + VAT**
- Reverting to £145 per delegate for BHBPA members

See all our Training Courses for 2025

Burgess Hill
BUSINESS PARKS ASSOCIATION



Visit our website

www.bhbpa.co.uk/training-courses/

BHBPA Annual Quiz Night

This year in aid of [St Peter & St James Hospice](#)

The Woolpack: Wednesday 12th March from 7.00pm onwards (Quiz starts at 8.00)

You must book your team places as soon as possible to avoid disappointment.

We start assembling at 7.00pm for nachos provided by Dee, Lance and their team at The Woolpack. The quiz itself begins at 8.00pm.

Here we see some smiling faces from [Rohan Solicitors](#) tackling the quiz after some pre-quiz pub fare.



Cost

Includes a bowl of chilli or cheese nachos. £5.00 payable on the night.

Raffle

There will also be a raffle on the night with a variety of nice bottles of wine. We hope you can also join in on that action on the night. Support the invaluable work of the Hospice.

Individual players

If you are on your own or there are only two or three of you, you can still join in. We will have at least one 4 or 6 person team we will create for the evening from single participants. I've already given that team a provision name: The Usual Suspects

Multiple teams from one company

One company had two teams of six last year. Subject to availability we can accommodate these. Maximum capacity - Current availability 88 Seats
You must be in teams of either six or four (or less).

Booking

I will 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

BHBPA - Annual General Meeting

The BHBPA AGM will be held on Wednesday morning March 26th



The Oak Barn Restaurant

Our Annual General Meeting will be held at the Oak Barn Restaurant.

We'd like to thank Mark and his fantastic teams front and back of house for hosting us again. A light buffet breakfast will be available.

We'll be announcing a guest speaker soon!

The association will be presenting a summary of our annual accounts and an update on membership numbers. We'll also be going into detail about the various initiatives, programmes and agendas of the association and what you can expect for 2025.

Our presentations are expected to take about 45 minutes, so there'll have plenty of time for networking.

Wednesday 26th March 8.30-11.00am

Book the Oak Barn Networking Event

Burgess Hill
BUSINESS PARKS ASSOCIATION

www.bhbpa.co.uk
07393 728688
richard.cox@bhbpa.co.uk

Equality, Diversity and Inclusion

Equality, Diversity and Inclusion: beyond box-ticking – A business imperative?

- Workshop: 2nd April 9.00-11.00 am
- Holiday Inn Gatwick

Join Paula Jenkins and Dr. Jordan Matthews from the University of Chichester for an engaging and thought-provoking session on Equality, Diversity, and Inclusion (EDI)

This session is not about prescribing what employers should do—instead, it invites the audience on a journey, offering valuable insights for those who may be sceptical of EDI as well as those looking to engage and support sceptical teams.



Meet the Speakers:

Paula Jenkins – Senior Lecturer in Human Resource Management, with over 20 years of HR experience in international and UK-based organisations. She specialises in HRM, organisational psychology, and leadership development.

Dr. Jordan Matthews – Senior Lecturer in Sport Management and expert in gender relations, leadership, and governance in sport. His research has influenced organisations such as UK Sport and the International Working Group on Women and Sport.

With their combined expertise in HR, leadership, and organisational culture, Paula and Jordan will provide a research-backed, practical discussion on how to navigate EDI challenges in the workplace.

With their combined expertise in HR, leadership, and organisational culture, Paula and Jordan will provide a research-backed, practical discussion on how to navigate EDI challenges in the workplace.

Why Attend?

- Gain new perspectives on EDI beyond traditional narratives
- Learn how to support and engage those who are hesitant about EDI
- Hear from experts with real-world HR and leadership experience
- Find out how to collaborate more closely with the University of Chichester

Don't miss this insightful session—a must-attend for anyone looking to foster inclusivity in a meaningful way! Click the button below or use the QR code above.

[Book your place - click here](#)



www.chi.ac.uk
01243 816000
help@chi.ac.uk

New members this week

- **Straightforward Business Improvements**
 - **Resilience and Continuity Consulting**
-

Straightforward Business Improvements

Trouble shooting and problem solving manufacturing problems

My name is Mitchell Offord and I have owned and run Straightforward Business Improvements Ltd since 2011. I specialise in trouble shooting and problem solving manufacturing problems.



Mitchell Offord

Those problems can be good ones to have, perhaps due to expansion due to business success, or new big orders, or perhaps you can't keep up with demand!

If the root cause stems from production side of your business, I deal with that area and if it stems from anywhere in the business I can solve those problems too.

I work at all levels in all areas specialising in process control, process creation, and key performance indicators linked to objectives, ultimately problem solving what is not performing.

Examples of what I do

- Create processes with your people and manage the conflict that brings
- Set up factories in the UK and abroad
- Increase output
- Put quality problems to bed
- Re layout factories to be efficient
- Look at product flow and increase efficiency, shopfloor or offices
- Organise the workplace
- Solve product design and quality problems
- Carry out manufacturing excellence assessments & support the improvements
- I am hands on so not, here's a plan and go
- Train people in continuous improvement practically not by powerpoint

Sectors I have worked in

- Defence
- Bed manufacture
- Hovercraft manufacture
- Access platforms for aerospace and trains
- Gun drilling
- Laser and optics
- CNC milling and turning
- Print framing
- Interior designers
- Holiday lets
- Education
- Train manufacture
- Nuclear dampers
- Fibre optic connectors
- Warehousing

I also volunteer to teach nine-year-olds engineering techniques in after-school clubs to get younger people involved in engineering and manufacturing.

From time to time I also teach adults who work in warehousing and manufacturing the courses: L2 to L5 in business improvement techniques.

My contact details are below:



mitchell@sbimprovements.co.uk

or call me on **07599 760771**.

My website is

www.sbimprovements.co.uk

Resilience and Continuity Consulting

Build stronger, more adaptable businesses

At Resilience and Continuity Consulting, we help organisations build stronger, more adaptable businesses by preparing for disruptions before they happen. With over 20 years of expertise in business continuity, crisis management, operational resilience, and risk management, we provide tailored strategies to ensure businesses are ready to respond, recover, and thrive in an unpredictable world.



Helen Lipscombe

Our approach is built on a “resilience by design” mindset—embedding resilience into everyday operations rather than treating it as a reaction to crises. Whether running resilience assessments, crisis simulations, or business continuity planning, we deliver clear, effective solutions that meet compliance requirements and create a resilience-focused culture within your business.

Join Our Monthly Resilient Business Leaders Community Each month, we bring together business leaders to explore practical strategies for building resilience, learning from peers, and staying ahead of disruptions. These sessions provide expert insights and collaborative discussions that drive meaningful change.

Our Core Services

- **Core Resilience Assessment:** Evaluate operational readiness, review existing plans, and identify critical vulnerabilities with tailored recommendations to enhance resilience.
- **Resilience Readiness:** Training & Testing – Strengthen your organisation’s crisis management and business continuity capabilities through targeted training, scenario exercises, and testing to refine plans and boost awareness.
- **Strategic Resilience:** Navigating Uncertainty – A comprehensive approach to resilience, combining assessment, planning, crisis exercises, and ongoing improvement to ensure long-term preparedness and business continuity.

At Resilience and Continuity Consulting, our core values—integrity, innovation, and continuous improvement—guide everything we do. If you want to strengthen your organisation’s ability to navigate uncertainty, we’re here to help.

Get in touch or join our next Resilient Business Leaders Community session to take the first step toward building a more resilient future!



Contact us

hlipscombe@resiliencecontinuity.co.uk

01273 435788

resiliencecontinuity.co.uk



Does Copilot learn over time?

Your Microsoft 365 Copilot Questions answered

Having taken the world by storm over the past couple of years, every company wants to integrate AI into their business. Within this paradigm, [Microsoft Copilot](#) is a versatile and potent assistant that could be the perfect tool to meet your business needs. However, this model is complex and intricate. In this article, our experts answer some of your burning questions and explain the intricacies of Microsoft 365 Copilot.



How does Copilot work?

Type in a prompt and Copilot will answer. However, its answers are limited to the training data it is fed. This process is complex and takes time to ensure responses are both accurate and helpful.

Does Copilot learn and improve over time?

Copilot is constantly evolving and learning, although the knowledge cut-off for the free version of Copilot was April 2023. However, this is constantly changing with new updates and innovations.

What data does Copilot have access to?

The knowledge cut-off for Copilot is April 2023, meaning that its training data is all from before that date. However, Microsoft Copilot can also search using Bing and extrapolate data from the internet through the browser.

What are the limitations of Copilot?

All AI has limitations and Copilot is no exception. Here are the main ones:

- It can only generate text based on the data it can access.
- The text generated can sometimes be factually incorrect.
- Text can be repetitive.
- Due to the large dataset, Copilot can be biased.
- It has file size, word, thread size limitations within Microsoft 365.
- Copilot's scope means that it can only search in specific places.

Can Copilot be customised for specific business needs?

Copilot can be customised for your business needs. Copilot Studio allows you to design, develop, and deploy custom AI copilots tailored to your specifications in just a few clicks. Custom agents are another example of how you can customise Copilot.

Extech Cloud can help unlock Copilot capabilities

Microsoft Copilot for 365 is empowering but can be baffling. If you're looking to implement Copilot and don't know where to start, we can help. Reach out to Extech Cloud today; our experts can talk you through the process and efficiency applications for your business

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to review your
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options



Your home may be repossessed if you do not keep up repayments on your mortgage.

We offer a comprehensive range of first charge mortgages from across the market that are made available to mortgage intermediaries for which we are paid a procurator fee by the lender.

Wellesley is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website www.sjp.co.uk/products. Wellesley is a trading name of Wellesley Investment Management Limited, registered in England & Wales No. 6530147. Registered Office: 44 The Pantiles, Tunbridge Wells, Kent TN2 5TN.

SJP Approved 19/12/2024

West Sussex Fire & Rescue Service

West Sussex Fire & Rescue Service has launched a public consultation to review its Emergency Response Standards.

Emergency Response Standards refer to the time it takes us to attend incidents such as fires and road traffic collisions in West Sussex.

The proposed changes will not affect the location of any fire stations or fire engines within West Sussex or change the time it takes for a fire engine to attend an incident but will bring the way the service measures its performance in line with other fire and rescue services to allow for greater transparency.

The consultation comes following a commitment made in the service's Community Risk Management Plan 2022 – 2026 to maintain our existing Emergency Response Standards while we undertook a review.

The service has now prepared a proposed new model, drawing on a range of principles taken from the National Fire Chief's Council Community Risk Programme and His Majesty's Inspectorate for Constabulary and Fire and Rescue Services.

The service's proposal would see the introduction of a service wide core measure to all critical incidents:

- 10 minutes average first appliance response time to all critical incidents
- 15 minutes average second appliance response time to all critical incidents
- 16 minutes first appliance response time to all incidents 90 percent of the time

Review the proposal and comment

Review the proposal and comment

You can review the proposals and [share your views as part of the public consultation on the county council's website](#) until February 27.

Stephen Davy-Osborne
Communications & Engagement Lead
West Sussex Fire & Rescue Service



Phone **0330 2227896** Mobile **07849 095945**
Web www.westsussex.gov.uk/fire
Email stephen.davy-osborne@westsussex.gov.uk

Lower Ground Floor Offices, County Hall, Chichester, West Sussex, PO19 1RQ

South Downs: Business Community Event

Does your business operate in or close to the South Downs National Park?

Join us for a business community event at the majestic Tottington Manor, tucked right in the heart of The Downs near Edburton.

The National Park's business network **Our South Downs** is hosting a business community event on 19th March at 10:30 – 2pm at Tottington Manor – inviting businesses to help shape the strategic priorities for the National Park for the next five years. Partners from WSCC's Let's Go Net Zero programme will share an incredible sustainability story from a Green Business Champion, as well as networking, lunch and a chance to get outdoors into a little piece of the National Park at the end of the event.

Open invitation to any businesses in and outside of the Park. all are welcome!

You'll have a chance to;

- Feed into the priorities for the South Downs National Park for the next five years
- Green Business Champion - Adam Huttly, Founder of Red Inc stationary will be sharing insights about how his micro-business has disrupted his entire sector by leading with sustainability.
- Network with other businesses over lunch.
- Get outdoors! Post-event – you're welcome to join us for a short, informal walk and talk to Tottington Woods (weather depending – please bring outdoor clothing if you would like to join us)

When: 19th March – 10:30am–14:00pm

Where: Tottington Manor, Edburton Road, BN5 9LJ

You can book tickets at:

[Our South Downs: Business Community Event Tickets, Wed, Mar 19, 2025 at 10:30 AM | Eventbrite](#)

**LET'S
GO!** NET
ZERO
West Sussex



**Our
South
Downs**

People, Place, Prosperity



Business Community Event

19th March
10:30am-14:00pm

@ Tottington Manor,
Edburton Road, BN5 9LJ



JOIN US IN THE SOUTH DOWNS

- Tea & Coffee on arrival
- Influence Priorities for businesses in the National Park
- Hear from an inspiring Let's Go NET Zero Green Business Champion
- Lunch provided & networking
- Optional walk & talk to Tottington Woods (weather depending)

[Reserve a space](#)

Scan here to book



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Mid Sussex Marathon

Embrace the Challenge, Energise Your Workforce

Mid Sussex Marathon Weekend 2025!

An active team is a productive team. Running is not just about speed or distance - it fosters resilience, teamwork, and a positive mindset. The Mid Sussex Marathon Weekend offers businesses a unique opportunity to promote employee well-being while taking part in an unforgettable event. Will your team rise to the challenge?



MID SUSSEX MARATHON WEEKEND
3 RACES . 3 TOWNS . 3 DAYS .

Run, Race & Celebrate **3-5 MAY 2025**

Join us for an unforgettable weekend of races for everyone

Choose your challenge!
3 MAY | 10 Mile East Grinstead
4 MAY | 10 Mile Haywards Heath
5 MAY | 10 Km Burgess Hill

OR complete the **FULL MARATHON** distance over 3 days!

Every participant receives a bespoke medal!

Can't attend in person? Join us virtually and be part of the excitement from anywhere

INCLUDES **Mid Sussex Mile** Ages 7+

INCLUDES **Mid Sussex Fun Run** All ages

Be part of the action! Sign up today

[MIDSUSSEXMARATHON.CO.UK](https://midsussexmarathon.co.uk)

Three Days, Three Races, One Team-Building Experience

Over the May Bank Holiday weekend, inspire your workforce to get active and embrace the scenic trails of Mid Sussex. Whether tackling the full marathon challenge or taking part in individual races, every step will enhance teamwork and motivation.

- **Saturday, May 3rd** – Kickstart the challenge with a 10-mile run in the picturesque town of East Grinstead.
- **Sunday, May 4th** – Keep the momentum going with another 10 miles through Haywards Heath’s stunning countryside.
- **Monday, May 5th** – Finish strong with an exhilarating 10K in Burgess Hill.

A Race for Every Employee

From experienced runners to those new to fitness, there’s an option for all levels:

- **Corporate Team Challenge** – Enter as a team and boost workplace camaraderie.
- **Complete the Full Marathon** – 26.2 miles over three days.
- **Individual Town Races** – Pick a challenge and race at your own pace.
- **Fun Runs & Mid Sussex Mile** – Ideal for families and beginners.
- **Virtual Race** – Allow remote employees to join from anywhere in the world.

A Healthy Workforce, A Thriving Business

Encouraging physical activity has countless benefits, from improving productivity and reducing stress to fostering a sense of unity. Employees who participated in 2024 described the event as “superbly organised” with a “great atmosphere” and incredible support from marshals.

Why not invest in your team’s well-being. Support a culture of movement, teamwork, and achievement by entering a team in the 14th annual Mid Sussex Marathon Weekend. Are you ready to lead your workforce to success? The road awaits—join us and make 2025 your most active year yet!



For more information or to become a sponsor visit: <https://midsussexmarathon.co.uk/>

Sign up here for the Mid Sussex Marathon

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Park Centre Fundraising

Dear BHBPA members

Would you kindly consider donating a prize to help us raise money for Park Centre in Burgess Hill? We have made great strides, and finally, this month the property has been transferred from West Sussex County Council to Park Centre CIO.

DONATIONS NEEDED
Support Park Centre's Fundraising Day
23rd February

Can you help? We need prizes for our fundraising day to raise funds to get Park Centre repaired & reopened as our local youth and community centre.

Email: Info@Parkcentre.org.uk

Park Centre is a beautiful 153-year-old building located at 60 Park Road, Burgess Hill, West Sussex, RH15 8ET, that sadly closed in 2021. We have set up a charity (Park Centre Burgess Hill, Charity number 1203295) and have finally taken over the building. Repairs have begun and we plan to reopen Park Centre as a local Youth and Community Centre.

We have begun our first stage of repair works this month and we hope to raise funds to enable us to make further improvements to the building.

We are hosting our first community fundraising day on the 23rd February 2025. We are thankful for the generosity of Burgess Hill Football Club who have donated their venue for the day while we undertake the repair works required to get Park Centre Back open.

We have Press Start 2 Join who will be hosting a retro game event during the day and Quizmaster Toby will be hosting a Quiz in the evening both have donated their time and resources. We will be holding a raffle throughout the day. Come along to support us, have fun and network!

We would appreciate any support that BHBPA members can give us either for this fundraiser or towards our next fundraising event. All Donors and Donations will be listed and thanked on our social media pages from now till the event along with a list on the day for all who attend.

Crowdfunder link

Thank you



From the Trustees of Park Centre
parkcentre.org.uk

Two Great Fundraising Initiatives

How can your business get involved?

Perhaps your team would like to tackle the **Beat the Mountain Warehouse Challenge** or is it going to be the **Corporate Takeover**?

See below for more details

St Peter and St James are delighted to announce the launch of our corporate challenges:

- Beat The Mountain
- Corporate Takeover

We are offering unique volunteering opportunities within our Distribution Centre and retail shops, encouraging small teams from local businesses to help sort donations, research high value items and design eye catching window displays (and much, much more!).

Corporate support is crucial in ensuring we can continue to be there for patients with life-limiting illnesses. So join us today, and be the first to take on the challenge.



Wendy Agate
Relationship Fundraiser
Direct Dial: 01444 470713
www.stpjhospice.org

Tomorrow's Women Conference

Burgess Hill Girls thrilled to announce this year's Tomorrow's Women Conference

The event will take place on Monday 10th March 2025, between 12-2.30pm at the school's theatre, Croft II Performance.

The conference, now in its sixth year, this inspiring event is organised by our Lower Sixth students and brings together our Year 10 students for a day of empowerment, insight, and innovation.

For the first time, the conference is extending its reach beyond Burgess Hill Girls, **welcoming Year 10 girls from local schools across Sussex to join the conversation.**

We would also like to extend an invitation to local businesswomen, so if you're interested in attending, please contact Anne Pithie, Director of Marketing & Communications at Burgess Hill Girls, anne.pithie@burgesshillgirls.com

This year's theme, "Pioneers of Progress: Women Leading the Way," celebrates trailblazing women who are driving change and shaping the future in their respective fields. Attendees will have the opportunity to hear from four exceptional speakers, each offering unique insights into cutting-edge advancements within their industries:

- Abi Mellor – Co-Founder, Moreover
- Dr Kathy Romer – Professor of Astrophysics, University of Sussex
- Louise Street – Director of Worldwide Airports, British Airways
- Natasha Arbon-Stuckle – Burgess Hill Girls alumna and Analyst, PA Consulting

For more details of the event please follow this [link](#)

The Caucasian Chalk Circle



Our Drama department are producing this play with our students taking centre stage!

The Caucasian Chalk Circle by Bertolt Brecht – in a new translation by Alistair Beaton.

Tickets are available on Thursday 13th & Friday 14th February at 7.30pm. Tickets are £12.00. To book tickets on Thursday 13th February book here OR for Friday 14th February book here

Widely considered to be Brecht's most engaging and humane play, The Caucasian Chalk Circle tells the story of Grusha who sacrifices her happiness and dignity for the sake of an abandoned child she takes as her own. Containing one of the most memorable trials ever staged, this comic thriller and controversial political polemic is a great classic of modern theatre that you don't want to miss.



burgesshillgirls.com

01444 241050

Admissions enquiries - admissions@burgesshillgirls.com

All Upcoming BHBPA Events

12th March
6.30 - 9.00pm

The Woolpack

Spring Quiz - In aid of St Peter & St James Hospice
We can accommodate up to 88 quizzers
Tables of either 4 or 6 allowed

26th March
8.30 - 11.00am

The Oak Barn Restaurant

BHBPA's Annual General Meeting + Networking
An overview of the past year and review of what is to come
Guest presentation to be announced

Please book our events on our website

Whether it's an online event, or a site tour at one of our members, or a networking event at a venue. We need to know how many are attending. Spaces can sometimes be limited and we are finding increased demand. So book early!

[Book all Events - CLICK HERE](#)

Closing Remarks

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

Let's celebrate your successes and achievements!

Deadline for copy each week is Thursday noon.

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



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BHBPA Ltd. c/o Lea Graham Associates
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