

AUTUMN • 2019 • COMPLIMENTARY • EDITION 3

# BRADFORD MEANS Business

BLOCKBUSTING  
**BRADFORD**

TEN YEARS AS A  
CITY OF FILM

BRADFORD MEANS  
BUSINESS AWARDS

SPECIAL REPORT

**SMEs**

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# MEET THE TEAM

## BRADFORD MEANS BUSINESS AND SO DO WE!

**B**radford Means Business and so do we! Our team is keen to support organisations in the Bradford district to help them reach their marketing objectives, gain new clients and expand their brand. Each member of the team has their own specialisms and are available to offer support and advice, regardless of whether you're currently a LocalIQ client or not. Our company history dates back over 150 years in Bradford and we have learnt a thing or two along the way. We look forward to sharing our expertise with you.



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# WELCOME



Welcome to the third edition of *Bradford Means Business* – and our biggest issue yet!

We have been delighted by the overwhelmingly positive reaction to our first two issues. Clearly, there is a real thirst for news about the business community – and the district's business successes – and we are delighted you find *BMB* such a great read.

This month has seen more big names becoming part of the *BMB* family. We'd like to welcome The Mitton Group, Cardinal, Eddisons, Ad Venture and Provident for this edition and for the next due to be published in the autumn.

The last few months have not only seen the magazine getting bigger, but the website we launched alongside the magazine is growing too, more than 7,000 page reads and hundreds of key decision-makers signing up to follow us on the social channels.

This has been hugely encouraging and what's even more gratifying is the sustained growth we are seeing month-on-month. If you haven't done so already check out [bradfordmeansbusiness.com](http://bradfordmeansbusiness.com)

and follow us on Instagram, Twitter and, of course, LinkedIn.

Continuing the success theme, our Business Awards took place on July 18 with another record broken: 330 guests and 20 sponsors helping make the awards the highlight of this year's business calendar. If you were there (and if not, why not) see if you made it into our gallery inside.

In the coming months we are looking forward to covering Bradford Manufacturing Week, another great business event across the district. Look out for a special feature in the next edition published in November.

Plus the inaugural Retail, Leisure and Hospitality Awards will take place in November. Another first for the district that will celebrate success, recognise achievement and highlight the innovative people, venues and destinations throughout Bradford district making the area a better place to shop, dine and spend leisure time.

We look forward to seeing you there!

*Nigel Burton*

---

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A PASSION FOR

# JUSTICE



SUCCESSFUL LAWYER SARAH KHAN-BASHIR MBE ALSO RUNS  
A CHARITY TO MENTOR SCHOOLCHILDREN AND HELP THEM  
GET A GOOD START IN LIFE



Even before she knew she wanted to be a lawyer, the principles of justice and equality resonated deeply in Sarah Khan-Bashir MBE.

At the age of 13, the words and deeds of one of the most iconic fictional lawyers, Atticus Finch, struck a chord with her when she first read *To Kill A Mockingbird*.

One particular line stood out to her: "You never really understand a person until you consider things from his point of view... until you climb into his skin and walk around in it."

It is a quote that she has taken with her throughout her life as a solicitor and as a community champion.

"The book had a massive impact on me. And it has had a massive impact on what I've done, on the people I work with, the people I manage; we don't judge anyone," she said.

Sarah set up and runs a very successful Bradford firm SKB Law, specialising in family law, but she also devotes a lot of her time to working with the community, and in particular, helping young people to find their way in life.

The work she has done with the charity Mosaic for the last 12 years, mentoring children at schools, led to her being awarded an MBE.

And it also inspired her to set up her own initiative to help get young

people ready for the workplace called The Academy, which was one of the major factors in her receiving the Community Contribution Award in the Bradford Means Business Awards this year.

"I'm passionate about giving back to the community. It's a big thing to me. It comes from my faith. I don't think I'm in this position of running my own law firm because God likes me above everybody else, I think it is a duty on us. We've been given these opportunities and chances, and it's a matter of what you do with it," she said.

For Sarah, the road to becoming a lawyer was not something that was clearly mapped out for her, and her own lack of role models and guidance when she was considering a career is one of the reasons she is so passionate now about helping others at the key point in their lives.

She was born and brought up in Sheffield. "My dad, being a first-generation migrant to this country, wanted the best education for his children," she said.

"He had a very good career in Pakistan, but at that time the British education system was the best in the world. He always stressed on us whatever you do, just get a good education. There weren't really role models for me at the time, so when I did my A-levels and didn't get the grade for medicine he said chemistry, do chemistry."

She ended up doing her degree at Sheffield Polytechnic, and half-way through, she married Nadim Bashir, who lived in Bradford.

After completing her degree, she struggled to find the right kind of job in the north, and her husband suggested she could try law.

"I didn't know at the time, but it's something I make sure everybody knows about it now. There is a conversion course, so any degree you have, if you decide you want to go into law you do a one-year academic conversion," she said.

"Even today, not many people are aware you can change career and direction just like that, and that's one of the aims of talking to young people, to tell them you'll probably change your career three or four times in your lifetime because the world has changed, and don't be afraid of that."

She enrolled at Leeds and eventually got her first training contract with John Kelly and Co in Bradford, where she worked for around three years.

She was then appointed to what was a very challenging role for an Asian woman as force solicitor at West Yorkshire Police. "The force was very male-orientated at the time. I remember one meeting I was at, we were sat waiting for around 15 minutes, and I said are we going to begin the meeting, and they said they were just waiting for the force solicitor to arrive, and I said I'm actually here," she said.

"And going to court and asking where a courtroom was, I'd be asked: 'Are you the defendant?' It's these kinds of perceptions you have to try to break down."

She said there was no doubt that diversity had improved hugely, but





the challenges were probably a bit more subtle.

"I walk into a lot of boardrooms, and it is still mainly men there, with not much representation of diversity," she added.

Despite the challenges, Sarah thrived in the role and worked with the police for seven years. She is particularly proud of the creation of a protocol to manage the new type of civil orders brought by police known as sexual offence prevention orders, which were introduced by the then Home Secretary David Blunkett.

"The police could apply for these orders. But when it was brought in, no-one knew how to deal with it. So with the help of key members of the police, the probation service, the courts, we had one of the first ones here, and we got everyone together and said we know what the end result is – protection of vulnerable people from sexual predators – so let's build a process", she said.

"So we put together a protocol – West Yorkshire was the first to do it. We then worked with other forces who adopted it. I was very proud of bringing together key people to do this."

After seven years, Sarah was becoming increasingly aware of the fact that as well as the legal work, there was other work in the community, especially in Bradford, that needed addressing, and that she was unable to do within her existing role.

"It might have been people applying for

information to assist them with honour crimes, or domestic violence situations. I could see there was work to be done with these individuals which I wanted to do."

She set up Shire Solicitors with a business partner in 2007, becoming managing partner of the firm, now known as SKB Law, in 2016.

It was a challenge initially finding work, especially in Bradford, where she said it was very much about being connected and who you know.

"But we stuck at it and have created our own niche. For us, when I set up, I wanted to ensure we set up a first-class service for every client, however they had come to us," said Sarah.

"It's been a challenge, not having connections who might offer work our way. We've had to do it off excellent service, and I think the reviews and feedback we get speak for themselves."

She has long been an advocate of women's rights, and a lot of the work she has taken on since setting up the business has been focussed on helping members of society who are vulnerable and may not be aware of their rights.

"This goes back to when I was a trainee at John Kelly and Co. I did family law there and often find Asian and mainly Muslim women coming to me and taking their first step in doing something about a situation they were unhappy with. My very first client took her







...WITH THE HELP  
OF KEY MEMBERS  
OF THE POLICE, THE  
PROBATION SERVICE, THE  
COURTS, WE HAD ONE OF  
THE FIRST ONES HERE

very first trip on a bus to come and see me, to say 'I am in this situation with my marriage and I can't tolerate it any more'. And that was a brave thing for her to do.

"It never left that I really wanted to help others like her and get that message out. A lot of the messages are about knowing your rights. You don't have to stay in a violent marriage, but you also need to know your rights as far as marriage is concerned.

"A lot of the work we do is about not registering their marriage or only having a religious marriage and then becoming aware that they have very little legal redress if it comes to a breakdown in the marriage.

"It's a shame that 20 years after that first case, I'm still getting women to try and understand those rights, but it's still needed."

She stresses that SKB is very much about people understanding what options they have available to them, and always offers a free 30-minute no obligation session to assess people's situations.

Alongside the legal work, Sarah is now spending a lot of her time working on a new initiative called The Academy, which she runs with Mandip Sahorta.

It was the logical next step for her after spending 12 years mentoring for Mosaic, the charity set up by Prince Charles with the intention of offering positive role models in places they might not be readily visible

"When I first turned up to talk to young people they thought oh, she's a lawyer, she's been to a fancy school, all of that, but when I broke it down, and said I didn't have direction, I didn't have guidance, and because of that I failed my A-levels, because I didn't have a passion in what I was doing. Then you can turn everything around, a lightbulb might go off in that audience, and someone might think 'maybe I can do it', she said.

But Sarah noticed that incredibly empowering as it was for young students to see these role models, there was a disconnect between this and making sure they were equipped with the skills they needed for work life.

"Mosaic was aimed at self-belief, inspiration and aspiration. But then we weren't part of any programme that gave you the skills for employability. So I'd get young people coming to me for interview and things like the handshake, the eye contact the right kind of clothing, all of that was lacking," she said.

"Rather than criticise or reject young individuals, I wanted to work to them. We have some amazing young people here. Bradford is the youngest city. We have a sitting talent pipeline.

"So I've created The Academy to try and



develop programmes to help them. Mandip was working for the Baroness Warsi Foundation when I met her. We spoke and she said would you like to do something about this. I said I would, so within a month we'd created a programme called The Unwritten Rules.

"We go into schools, we do a workshop broken into sections, like interview skills, networking, check eye conduct, how they conduct themselves, all the things I've learnt from interviewing young people we pass that on.

"The second day we take students to the business and they are interviewed by the HR or the partners or managers of that business. It can be quite daunting.

"The teachers at the schools will tell you it's absolutely transformational," said Sarah.

The one-and-a-half day session has so far seen companies including BBC, ITV, and the Yorkshire Building Society taking part in the second day of the process.

"These young people, who by their own admission tell me I thought I was going to be interviewed by scary people, by the second day they are doing high fives, exchanging e-mail addresses.

"The programme is breaking down barriers that aren't really there. What Mandip and I are working hard on is to have every business to have a duty to invest in young people."

Sarah is keen to work with other partners in the district to try and build better links and create permanent partnerships.

"I'm trying to engage businesses to link up with the schools. We have amazing businesses in Bradford, and they are finding it hard to recruit," Sarah said. "It really is about bridging that gap. I've had meetings with the council and other organisations, and no-one seems to want to collaborate."


The mother of three daughters, Sarah is proud of the way they have turned out.

Her eldest Ammani, 24, is studying medicine at Manchester. Shaan, 20, is in London studying dentistry, and still at home is Aaisha, 14, who wants to be human rights lawyer.

"As a working full time mum I often had massive amounts of guilt. I've always worked. When one of the girls told me when they were choosing their options 'we've always seen how hard you've worked and it's inspired us to do something', that made up for feelings of guilt."



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# DATA-DRIVEN DECISION MAKING



By Nick Palmer, Strategic Business  
Adviser, Armstrong Watson

**T**hey say that there are three types of people – those who make things happen, those who watch things happen, and those who wonder what happened.

If you're a business owner or leader, it probably pays to be in that first group.

The relevance of this for business leaders was made clear by the American quality expert W. Edwards Deming: "It is not necessary to change. Survival is not mandatory".

If your organisation isn't measuring activity and using data with a view to sustain or improve itself, then how confident can you be that there will be a tomorrow?

In reverse order, these three 'types of people' can give a useful structure for data-driven business improvement.

What just happened? How many units did we use? How many people walked through our door? How often did our process 'work' or 'fail'? How many visitors became customers? Which reports do the organisation create in order to track performance?

What are we watching happen? Which are the troublesome parts of our process? Which actions cause errors? Why did some visitors fail to become customers?

The leap from these questions to

"How can we make things happen" (successfully) relies on an understanding of numerical and statistical analysis. At least it does if you want the comfort of making evidence-based decisions. Whilst human insight is valuable, evidence-based decisions are superior to constantly "winging it" using gut feeling.

Why is a problem occurring? What if that trend continues? What is likely to happen next? What might happen if we try this solution? What could be the best outcome from trying a new solution?

What can we learn from collecting different types of data?

We might be familiar with a construction business measuring the time since the last accident. A digital marketing manager tracking how many visitors have clicked through to a website. A logistics manager analysing real-time traffic reports in order to save fuel during each day's deliveries.

What data are you tracking, and what decisions are you making as a result that will protect a competitive advantage in your business? If you want help to answer this question, please call our Strategic Business Adviser, Nick Palmer on 07765 229901 or email [nick.palmer@armstrongwatson.co.uk](mailto:nick.palmer@armstrongwatson.co.uk) to learn more.

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YOUR BUSINESS AND DEVELOP  
A COMPETITIVE ADVANTAGE

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# BLOCKBUSTING BRADFORD



**T**he world of film making is said to be the highest profile and most glamorous industry in the world, with a global worth of around £136 billion last year. It's no slouch when it comes to hard currency returns either and, due in large part to the tireless work of the small team at Bradford City of Film over the last ten years, businesses in the district are uniquely placed to tap into that market.

With links across the globe, including a strong connection to the Chinese film industry – the second biggest in the world now behind America – Bradford is a global player in the increasingly buoyant film and television sector.

The organisation which ensures a lot

of these links happen and has played a large role in making the Bradford district a favoured destination of location managers, was founded ten years ago when Bradford was given UNESCO City of Film status.

Its current boss, David Wilson, took over the reins two years later. In that time, it's fair to say that many millions worth of investment has come into the area on the back of numerous film and television programmes, ranging from Bollywood blockbusters like *Gold* to fly on the wall shows such as *GPs Behind Closed Doors*.

For David, the increasingly high profile of Bradford in the global film and television market is something that can benefit companies across the



## BRADFORD HAS STARS IN ITS EYES THANKS TO ITS GROWING REPUTATION AS A GLOBAL PLAYER ON THE SILVER SCREEN



“WE’VE GOT AN AMAZING OPPORTUNITY WITH THIS TO PROMOTE THE BRADFORD AREA TO A FAST-GROWING MARKET AND THAT IS WHERE THE BUSINESS OPPORTUNITIES COME IN



district. “What we do is significant for businesses. Much of what we do is around the community development side of it, but there is also a lot of work around the perceptions of the city,” he said. Having glitzy projects like *Downton Abbey*, *Peaky Blinders* and the film *Official Secrets* with Keira Knightly all played a huge role in raising Bradford’s profile.

“For businesses, it’s all there for the taking. They can exploit the fact that we have these big-name brands filming in Bradford. A platform like Netflix, which has done quite a bit of filming in the district, is viewed all over the world.”

As UNESCO City of Film, Bradford has access to an exclusive network of 180 creative cities across 72 countries, including cities of astronomy, design, and literature, as well as film.

David said this represents a unique opportunity for businesses in the district to talk to them about using this incredible network in a creative way. “They can exploit the brand in a positive way. Exploit the fact that we’ve got some of these really well-known productions coming to use the city to film in. Exploit the fact that we are very well regarded within that network – a trail-blazer when it comes to being a creative city.”

He stressed that there were also immediate benefits to the whole district of the work done to attract filmmakers here. He cites the example of the Bollywood blockbuster *Gold*, which was shot in Bradford over three months in 2017. “They based themselves in Bradford. There was just short of 4,000 bed nights in that three-month period, and that’s just from one production,” said David.

“Even looking at something on a much smaller scale, like *GPs Behind Closed Doors* for Channel 5, there’s a crew of between 12 and 15 people based in Bradford for something like 100 days. They’ve all got to stay somewhere, all got to eat and all got to shop here.”

Figures from Creative England have estimated that a feature film or big budget TV drama equates to a daily spend of £34,000 a day. For a production like *Gold*, that equates to more than £3 million of cash coming into the district.

“Businesses need to get a little bit more savvy to the opportunities from filming, and the opportunities from visitors wanting to come and see these locations.

“It is tourism thing first and foremost, but with that comes all the other benefit’s to business. By 2030, a quarter of all global tourists will come from China, latest figures show.

“We’ve got an amazing opportunity with this to promote the Bradford area to a fast-growing market and that is where the business opportunities come in.”

Another strand offering business opportunities was the actual physical spaces needed by filmmakers.

“We know for a fact that we haven’t got enough studio space in north to support the number of productions coming through, and there are so many productions that want to make content in the UK,” he said.

“What we are crying out for is businesses to provide more space for sets and productions. For me, the business opportunities everywhere you look and it’s up to businesses to seize the moment.”

The Channel 4 decision to move to







Leeds was a key decision for the continued growth of the television and film industry in the Bradford district.

“There is a real young, diverse population that are very tech savvy, and crying out for an opportunity to be part of whatever screen has for us in the future,” said David.

Channel 4 recently held its annual DIVERSE Festival in Bradford, which gave a prime example of how the move will encourage independent production companies to develop.

“As well as Channel 4 themselves, programme commissioners that were here from BBC, ITV, Netflix and many others. Where Bradford can really benefit is supporting the rise of the independents.

Channel 4 don’t make any of their own content; they commission it. And the call at this conference was we need more diverse voices.

“I’m sensing that there is a seismic shift happening at the moment. The district can only benefit from that. Independents who want to set up in Bradford have these links – and they can take advantage of the fact that it’s probably more economical than some of the other areas in the region.”

Bradford City of Film’s ground-breaking relationship with Chinese city Qingdao is also hugely significant for the entire Bradford district.

The organisation now has an office in Qingdao, which is also a UNESCO City of Film (Bradford supported it in its application for the status), and is developing very strong links with China, with David recently being made guest professor at Beijing Film Academy.

“China is second only to America in terms of film production and film distribution. The numbers out there are overwhelming,” he said.

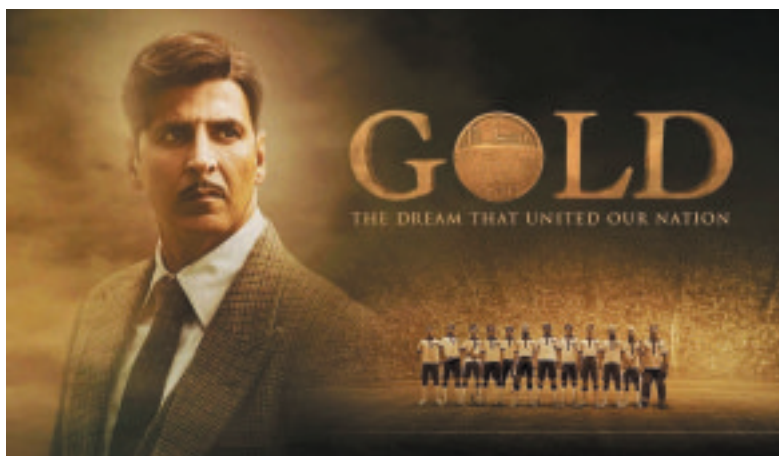
“The real desire is more co-operation to create content that can be shared. There’s a real obsession in China about things like *Downton Abbey* and *Harry Potter*, and they want to know more about these places where they have been filmed.

“Not only that, they want to try and create something of equal quality. That’s the bit we are helping with. To get them some of our quality, to get our people out there, our world-renowned crew. It’s at very early stages. But the UNESCO brand, in China in particular, it does open doors.

“There’s a real desire among

“ THE REAL DESIRE IS MORE CO-OPERATION TO CREATE CONTENT THAT CAN BE SHARED. THERE’S A REAL OBSESSION IN CHINA ABOUT THINGS LIKE DOWNTON ABBEY AND HARRY POTTER, AND THEY WANT TO KNOW MORE ABOUT THESE PLACES WHERE THEY HAVE BEEN FILMED





UNESCO film cities to look at links between Europe and China, and other parts of Asia as well. There's lots of markets in the east that are interested in more conversations. Our UN designation is helping us to develop our conversations, and again, there will be business development opportunities with this."

He said he was very proud of the work City of Film has done in Bradford over the last ten years, bringing in countless productions and making the city film friendly, adding that Bradford Council had played a key role in this.

"The challenge now though over the next five or ten years is to get some of those productions to root themselves here, or to encourage new production companies to set up here. At the moment much of it comes through the district and they use our fantastic locations, staying in our hotels, eating in our restaurants, but they are not rooted in Bradford

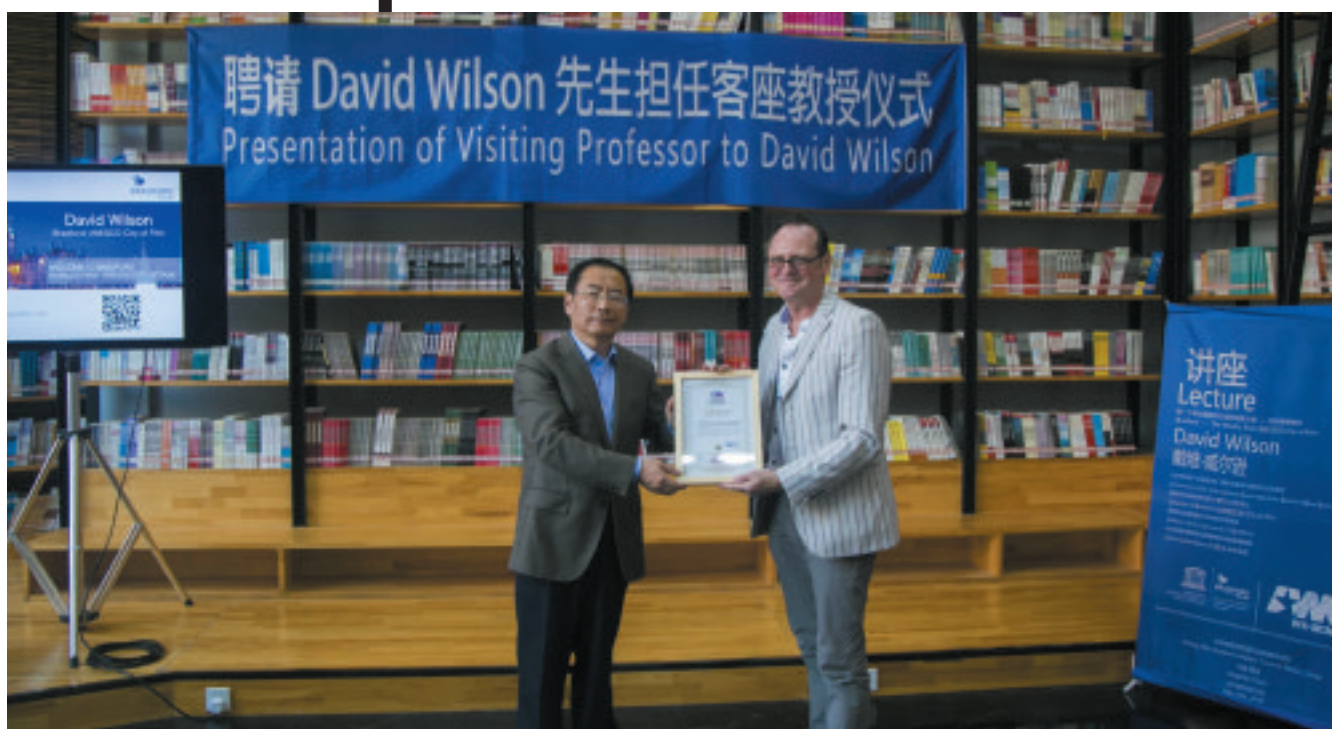
district, and that's the challenge for us now," said David.

He said the arrival of Channel 4 would play a big role in helping meet that challenge.

"The conditions are right at the moment because of the groundwork we've done and because of reputation we've got, and now we've got a major broadcaster within nine miles, who only commission content.

"However, we skill up the workforce and encourage the entrepreneurial spirit in Bradford to service this market, that can then be used to go and chase commissions with other providers like the BBC or Netflix or Sky, so there's a much bigger story to Channel 4 coming here," said David.

"If we get the conditions right, the businesses that develop as a result of that should have more opportunities in the future on other platforms. And that's internationally as well. It's all to play for."



# DRIVING FORWARD



‘Strong, resilient and innovative’ small and medium-sized businesses continue to be the engine room in driving the economy of both the Bradford district and the national economies.

Despite a year of uncertainty, with Brexit looming large and other factors impacting on businesses, it is a sector that has continued to grow in the district – as the recent publication of the annual SMEs top 50 companies shows.

Leading accountants BHP publishes the list, which puts into the spotlight the vital role these firms play both locally and nationally.

The financial firm carries out the crucial calculations to come up with the 50 best-performing SMEs across the Bradford district, the Aire Valley, and Skipton.

And in 2019, the Top 50 has seen an

overall increase in both profit and turnover, and a small increase in the number of people they employ.

The list also shows that a number of new firms have been featured for the first time. Nigel Bullas, partner with BHP, said: “Small and medium-sized enterprises (SMEs) in the region have once again shown the way with a year of outstanding performance.

“This year’s Top 50 has seen a six per cent increase in total turnover and, better still, a 10 per cent increase in profit before tax. Meanwhile, employee figures have crept up by one per cent, meaning that the Top 50 now provide employment for around 7,500 people.

“The period covered by the survey can best be described as ‘uncertain’, with contracting lending and rising inflation putting a squeeze on businesses, alongside a variety of Brexit-related challenges.”





## SMALL AND MEDIUM-SIZED BUSINESS CONTINUE TO PLAY A VITAL ROLE IN DRIVING THE ECONOMY BOTH LOCALLY AND NATIONALLY



“THE RESULTS OF THE SURVEY SUGGEST THAT THE SME MARKET IN THE REGION, AND HENCE THE INDIVIDUALS BEHIND THOSE BUSINESSES, ARE STRONG, RESILIENT, INNOVATIVE AND ENTREPRENEURIAL

Of the 16 companies that dropped out of the list this year, two have gone through some form of sales process and become part of larger organisations – which possibly indicates a reasonable level of merger and acquisition activity in the region.

“The results of the survey suggest that the SME market in the region, and hence the individuals behind those businesses, are strong, resilient, innovative and entrepreneurial,” said Nigel.

“In recent years, the SME market has proven itself to be the engine room of the UK economy, generally outperforming the market on job growth, productivity and investment in innovation,” he said.

This year has seen 16 new entries make it into the top 50, including five in manufacturing and four in service.

The Keighley-based clothing and fabric manufacturer Peaspring was in first place once again, but there were three new entries in the top five.

The highest of the new entries is D&M Middleton, of Cleckheaton, who are manufacturers of vehicle mats, who are second. Joining them are Red Embedded Holdings in Shipley at number three, and another Cleckheaton firm, Orean Personal Care Limited at number five.

Completing the top five at number four is Glusburn Holdings, based in Glusburn near Keighley, a manufacturing firm.

The results show a strong and resilient body of businesses across a wide range of sectors and industries, which include property, leisure, construction, textiles, health and beauty, textiles, and motors, presenting a picture of growth in profits, turnover and employment among SME businesses.

Overall pre-tax profits are shown to be up from £73.5 million last year for the top 50 firms to £80.9 million this year – an increase of around 10 per cent.

Total turnover has also increased, going from £942.6 million last year up to just over £1,000 million this year – an increase of around six per cent.

The total number of people employed by the top 50 has shown a small increase of around one per cent, rising to 7,478.

The figures will buoy up the continued optimism about the Bradford district economy, and its increasing status as a major economic player in the region.

With Bradford identified in the last Barclays Bank SME Growth Factor Index as the best place in the country to start a small and medium business, the continued importance of their success is clear.

In the Bradford district that is covered by Bradford Council alone, that has helped to create a growing economy that is worth £10 billion and is regarded as the ninth largest city economy in England.

According to the Bradford Economic Strategy published last year, the number of overall businesses has increased by 20 per cent over the last three years, rising faster than the overall rate for Leeds City Region, in which Bradford is a key player, and UK rates of growth.

The strategy, which is now the cornerstone of ongoing work to bring more investment into the city and the district, and aims to make the economy worth £14 million over the next 10 years, creating an additional 22,000 jobs for the local economy.

The successful businesses featured in the BHP Top 50 SMEs will all play a key role in that forward momentum.

“Despite of the levels of uncertainty and top line pressures, businesses of course deal with the reality on the ground. The results of the survey suggest that the SME market in the region, and hence the individuals behind those businesses, are strong, resilient, innovative and entrepreneurial,” said Mr Bullas.



# PLANNING FOR *a successful business sale*

WHEN IT'S TIME TO FIND A NEW OWNER FOR YOUR BUSINESS, MAKE SURE YOU NOT ONLY FIND THE RIGHT PERSON FOR THE JOB, BUT ALSO TAKE CARE TO ENSURE THAT PERFORMANCE DOESN'T FALL IN THE PROCESS



BY HAMISH MORRISON,  
JOINT MANAGING PARTNER, BHP

“ THE EARLIER YOU START  
YOUR PREPARATIONS  
THE EASIER IT IS TO FIX  
THINGS IN ADVANCE



**D**eciding to sell a business is probably the most important decision an owner will make.

For most people it is about more than just realising the financial gains from years of hard work. Finding a good home for the business where the company and its employees can continue to flourish is a key consideration for many owners.

While every deal is different and needs to be handled in its own unique way, there are common mistakes that should be avoided by everyone.

#### **POOR OR NO PREPARATION**

The earlier you start your preparations the easier it is to fix things in advance. Working with advisors a few years in advance will help you to not only maximise interest in the business and the value of the offers received, but also reduce the risks of price chips or a deal failing to complete.

#### **NO EXIT PLAN**

Leaving things to chance or reacting to a cold approach for your business is less likely to result in you achieving the optimal exit. A good exit plan will consider how the business is likely to be valued and what factors may make it more attractive. It's also an opportunity to review the quality of

your succession plans and how key staff have been factored into these, and if you don't want to work post-deal how you can take steps to secure this with the buyer.

#### **MAKE SURE PERFORMANCE IS MAINTAINED**

Selling a business is both time consuming and immensely distracting. It is therefore very common for current trading to suffer. A sales process is about building confidence in the company and its future forecasts, so it is vital to try to avoid taking your eye off the ball and letting this happen. A good corporate finance advisor will take ownership of the sale allowing you to focus on running the business.

#### **FIND A GREAT ADVISOR**

Selling a company is an intense and often complex process and there is a huge amount of skill in ensuring a deal completes. It is vital you find someone who has the skills to delicately manage the numerous negotiations and commercial points which will arise throughout the process. You want to work with someone who is not only skilled and experienced at identifying and extracting the highest offers for your company but who also cares about the process as much as you do and who you know you can have frank and honest conversations with.

# REGION'S SMES

## STEAM FORWARD AS 'ENGINE ROOM OF THE UK ECONOMY'



"STRONG, RESILIENT, INNOVATIVE AND ENTREPRENEURIAL" – SMALL AND MEDIUM SIZED ENTERPRISES (SMES) IN THE REGION HAVE ONCE AGAIN SHOWN THE WAY WITH A YEAR OF OUTSTANDING PERFORMANCE

**T**his year's Top 50 have seen a six per cent increase in total turnover and, better still, a 10 per cent increase in profit before tax. Meanwhile employee figures have crept up by one per cent, meaning that the Top 50 now provide employment for around 7,500 people.

The period covered by the survey can best be described as "uncertain", with contracting lending and rising inflation putting a squeeze on businesses, alongside a variety of Brexit related challenges.

There were 16 companies that dropped out of the list this year, two of which have gone through some form of sales process and become part of larger organisations – possibly indicating a reasonable level of merger and acquisition activity in the region.

Of those businesses which haven't made the Top 50, a number referred to the rising prices of raw materials and exchange rate fluctuations impacting on performance. Many of these businesses reported significant investment in new technology, exploration of new markets, and were confident in the immediate future – so we look forward to hopefully seeing them back in the list next year.

Out of the 16 new entrants, five are in manufacturing and four are in the services sector. Newcomers include

D&M Middleton Limited in Cleckheaton and Red Embedded Holdings Limited in Shipley, which sit at numbers two and three respectively.

Peaspring Limited, which is based in Keighley and manufactures merchant and wholesale clothing and fabric, remains at the top of the list with a turnover of more than £30 million.

Sector representation in total sees 21 service companies leading the way, followed by 13 manufacturing companies, eight retail businesses, four wholesale businesses and four "other".

Retail was the only sector in which profit before tax was lower than in the previous year despite an increase of nine per cent in turnover. This isn't too surprising given the backdrop of the retail sector generally.

In recent years, the SME market has proven itself to be the engine room of the UK economy, generally outperforming the market on job growth, productivity and investment in innovation.

Despite of the levels of uncertainty and top line pressures, businesses of course deal with the reality on the ground. The results of the survey suggest that the SME market in the region, and hence the individuals behind those businesses, are strong, resilient, innovative and entrepreneurial.



“ RETAIL WAS THE ONLY SECTOR IN WHICH PROFIT BEFORE TAX WAS LOWER THAN IN THE PREVIOUS YEAR DESPITE AN INCREASE OF NINE PER CENT IN TURNOVER

# R&D TAX RELIEF

## – IT'S NOT JUST FOR SCIENTISTS!

First introduced by HMRC in 2000, R&D tax relief has increased in popularity and become valuable to a wide range of companies. However, many companies remain unaware of the opportunity to claim this generous tax relief.

### What qualifies for R&D relief?

It's a common misconception that R&D tax credits are only associated with hi-tech industries, cutting edge technology or groundbreaking new products; this isn't necessarily the case.

BHP regularly carry out R&D meetings and our experience suggests that some businesses still have preconceptions that they won't qualify for R&D for a variety of reasons ranging from "solving problems is just what they do" to believing it may not be worth the hassle to put a claim together. Some are put off because they believe they need fully completed timesheets to justify a claim.

At BHP, we help our clients through this process and we've carried out R&D claims covering a variety of sectors including recycling, coffee bean roasting, software development, heavy haulage, construction and the automotive sector, to name but a few.

These misconceptions often mean companies miss opportunities to claim this generous tax relief.

As well as innovation on new products, claims can be made for modifying existing products, processes or systems. Whatever sector a company operates in, if a challenge has arisen involving resolving technological or scientific uncertainties, there is a possibility of making an R&D claim.

A project doesn't even need to be successful! HMRC recognise that failures often arise in the world of R&D and are a good indicator that uncertainties existed. R&D tax relief is therefore still available for failed projects and any time spent on the process will still be eligible for the relief.

### Why are R&D tax credits available?

HMRC's ultimate goal by providing enhanced relief for R&D expenditure is to encourage greater investment in innovation throughout the UK.

The relief signals the government's commitment to supporting UK as a place for innovation and according to HMRC's September 2018 report, 39,960 R&D tax credit claims were made for 2016-17 – worth £3.5bn.

### How do R&D tax credits work?

For SMEs, R&D tax credits work by enhancing qualifying expenditure for tax purposes by an additional 130 per cent. The enhanced expenditure can then either reduce taxable profits of the company or group, or create an R&D loss, which can be cashed in

THERE ARE SO MANY SECTORS THAT CAN TAKE ADVANTAGE OF R&D TAX RELIEF, SO WHY NOT CHECK IF YOUR BUSINESS QUALIFIES FOR THE SCHEME?

Dean Pearson,  
Business Tax  
Advisor



to HMRC for a 14.5 per cent repayable tax credit.

In short, a profitable company would get an additional tax saving of around 25 per cent of qualifying expenditure, whereas a loss making company should get around 33 per cent back.

Qualifying expenditure covers the cost of staff working on R&D projects, consumable materials, overheads and subcontractors.

### Find out more

As experts in R&D tax credit claims, BHP take pride in taking the time to "step back" and help our clients recognise all the R&D they are undertaking, often without even realising. In the past year, BHP have been successful in saving our clients £9.4 million in R&D corporation tax relief.

Don't miss out! Get in touch today on to find out how we can help.

“ AT BHP, WE HELP OUR CLIENTS THROUGH THIS PROCESS AND WE'VE CARRIED OUT R&D CLAIMS COVERING A VARIETY OF SECTORS INCLUDING RECYCLING, COFFEE BEAN ROASTING, SOFTWARE DEVELOPMENT, HEAVY HAULAGE, CONSTRUCTION AND THE AUTOMOTIVE SECTOR



2019 Rank	2018 Rank	Company name	Activity	Location	Latest accounts date	2019 Profit before tax £000's	2018 Profit before tax £000's	2019 No of Employees Last avail. Yr
1	1	Peaspring Limited	A group engaged in the manufacture, merchant and wholesale of clothing and fabric, together with worsted spinning.	Keighley	31/12/2017	30,645	4,822	124
2		D&M Middleton Limited	The manufacturing vehicle matting.	Cleckheaton	31/01/2018	2,664	4,070	26
3		Red Embedded Holdings Limited	The provision of software and hardware services covering strategic research, design and development and integration services.	Shipley	31/08/2017	16,135	3,641	89
4	11	Glusburn Holdings Limited	A group engaged in the manufacture and distribution of circlips, retaining rings and spring pressings.	Keighley	31/03/2018	21,687	3,465	238
5		Orean Personal Care Limited	Manufacture of other chemical products n.e.c.	Cleckheaton	31/12/2017	15,569	2,910	98
6	4	Timothy Taylor & Co Limited	A group engaged in the brewing and pub management.	Keighley	30/09/2017	22,187	2,742	123
7	7	Prestigious Textiles Limited	The conversion of furnishing fabrics.	Bradford	31/08/2017	30,359	2,732	120
8	15	Park Homes (UK) Limited	The provision of nursing home care services.	Bradford	31/03/2018	9,203	2,617	350
9	5	Zenith International Freight Holdings Limited	Freight forwarding.	Bradford	31/03/2018	36,232	2,354	25
10	2	Skipton Properties Limited	A group engaged in the property developers.	Keighley	30/06/2018	22,339	2,259	74
11	14	Styrene Packaging & Insulation Limited	The manufacture of polystyrene packaging and insulation products.	Bradford	31/05/2018	26,869	2,215	124
12	13	Mailway Packaging Solutions Limited (in as Orchard House (MPS) last year)	Contract packaging.	Bradford	28/02/2018	14,462	1,939	386
13	12	Bulloughs Cleaning Services Limited	The provision of contract cleaning services.	Skipton	31/08/2018	18,165	1,838	1,616
14	17	Kinder Haven Limited	The provision of care, education and recreation for babies and children.	Bradford	31/03/2018	4,701	1,808	150
15	18	Tiffin Sandwiches Limited	The preparation and supply of pre-packed food.	Bradford	31/05/2018	16,214	1,805	245
16		Water Sprite Limited	A group engaged in the retailing of clothing and licensing of a trademark.	Skipton	31/12/2017	12,762	1,712	55
17	9	H. B. Projects Limited	A group engaged in the provision of project and construction management.	Bradford	28/02/2018	61,421	1,686	204
18	6	Astonish Holdings Limited	A group engaged in the manufacture and distribution of cleaning chemicals and materials.	Bradford	31/05/2018	16,770	1,662	75
19	8	Family Connect Ltd	A group engaged in the retail sale.	Skipton	30/11/2017	12,497	1,641	80
20	21	Jessgrove Limited	A group engaged in the sale of linings and various textile materials.	Bradford	31/12/2017	30,476	1,516	78
21	22	Mansfield Pollard (Holdings) Limited	A group engaged in the design, mfr & instln of air handling units, ductwork & air cond. sys, kitchen & industrial canopies, acoustic prods & electl controls.	Bradford	31/07/2017	17,989	1,501	156
22	19	Tailormade Design Limited	To design sourcing and sale of greeting cards and associated products.	Bradford	31/03/2018	9,636	1,501	40
23	42	Butterfield Signs Limited	A group engaged in the manufacture and maintenance of signs.	Bradford	31/12/2017	18,215	1,468	142
24	28	Expect Distribution Limited	Haulage and transport contractors involved in pallet delivery and warehousing.	Bradford	30/11/2018	28,353	1,435	262
25		JBA Group Limited	A group engaged in the consulting engineers, scientists and environmentalists.	Skipton	31/10/2017	31,840	1,374	534
26	16	Caygill Holdings Limited	A group engaged in the retail of repair and rental of volkswagen commercial vehicles.	Cleckheaton	31/12/2017	49,339	1,345	48
27		Info Supplier Limited	A group engaged in the manufactures and supplies office filing and furniture systems.	Bradford	31/08/2018	28,435	1,345	145
28	27	Bermar Building Company Limited	Building contractors.	Bradford	30/04/2018	13,609	1,340	51
29		Bradford Hide Company Limited	A group engaged as processors and merchants of hides, skins and wool.	Bradford	31/03/2018	32,509	1,306	78
30	31	Dennis Williams Limited	The supply of hairdressing and beauty sundries and equipment.	Bradford	31/12/2017	13,857	1,276	96
31	36	T L Dallas Group Limited	A group engaged as insurance brokers.	Bradford	31/12/2017	9,370	1,146	122
32		Bunton Plant Hire Limited	A group engaged in the renting of construction and civil engineering activities.	Bradford	31/03/2018	15,234	1,020	73
33	39	Universal Group Holdings Limited	A group engaged in the provider of technical services to the live event industry.	Bradford	31/12/2017	12,551	1,012	86
34	25	Sonic Megastore Limited	Electrical appliances and consumer electronics.	Bradford	31/01/2018	12,792	996	54
35	37	The Label Makers Limited	The printing of labels.	Bradford	31/10/2017	8,798	994	69
36	38	Midas Paper Converters Limited	A group engaged in the manufacture of till rolls and related products.	Bradford	30/09/2017	17,056	988	82
37		Surefreight (International) Limited	Road haulage and freight forwarding.	Bradford	31/03/2018	21,696	986	76
38	30	Merritt & Fryers (Holdings) Limited	A group engaged in the builders and timber merchants.	Skipton	30/09/2018	8,403	935	57
39		The Valley Printing Company, Limited	A group engaged in specialist printing, design and point of sale producers.	Bingley	30/06/2017	17,229	900	137
40	35	Manor Coating Systems (Holdings) Limited	A group engaged in the manufacture and supply of paint and related liquid coatings.	Shipley	30/11/2017	10,513	882	77
41		West Yorkshire Spinners Limited	Producing British hand knitting yarns and knitted garments of exceptional quality.	Keighley	31/03/2018	8,465	823	60
42		Caterleisure Services Limited	Catering, bar and retail services.	Bradford	31/10/2017	10,949	801	222
43		CCL Computers Limited	The retail and wholesale distribution of computer components, computer systems and accessories.	Bradford	31/08/2017	29,720	790	60
44		King Cole Limited	The distribution of hand knitting yarns and associated products.	Skipton	30/06/2018	8,165	777	35
45	33	Colin Appleyard Limited	Motorcycle and vehicle dealers.	Keighley	30/04/2018	46,941	761	146
46	26	Spellman & Walker Direct Limited	A group engaged in the commercial printing & graphic design.	Bradford	31/12/2017	10,208	757	98
47		The Just Partnership Limited	A motor dealership.	Keighley	30/11/2018	35,457	744	72
48	29	James Robinson Fibres Limited	A group engaged in the textile fibre and waste merchants.	Bradford	30/06/2018	22,155	743	46
49	44	Rfpg Holdings Limited	A group engaged in the wholesale of food and confectionery products.	Bradford	31/05/2018	13,445	740	17
50		Complete IT Systems Limited	The supply of computer hardware, software and related services.	Bradford	30/04/2018	16,586	737	57



# THE FUTURE IS FIBRE TECHNOLOGY

A pioneering scheme to train the engineers delivering the latest fibre technology to the UK on a full mock-up of a street has put Bradford at the heart of Openreach's training programme.

More than 5,500 engineers and trainees used the Legrams Lane training centre, complete with its innovative Open Street facility, in its first 12 months of operation.

Open Street is a mock-up of a street, with four houses, two garages, and two business premises, all designed to give the engineers who train there as authentic a representation as real-life call outs as possible – right down to a barking dog to deal with.

Bradford was the first centre to use the idea when it opened last March, and the work it does is helping to train the thousands of engineers who are delivering the company's Fibre First programme.

More than £1 million was invested in the property to transform it from a 1970s office, storage and workshop unit into the vast training facility it is today.

And the development has acted as a template for Openreach training centres across the UK – giving recruits and engineers safe, “real-life” scenarios to get to grips with their work on.

The “Open Street” idea means engineers can experience a typical working day – from cabling to jointing and repairs, working underground or overhead, climbing telephone poles and installing new services inside customers' homes.

Kim Mears, Openreach's managing director, said: “The training centre is a huge asset to Openreach and to Bradford.

“Bradford was chosen due to its location along the M62 and because the city itself, and the wider region, has very a high customer and Openreach engineer (we employ around 2,300 people in Yorkshire – mostly engineers) base,” she said.

“The site also had existing, under-utilised buildings which could be refurbished and redeveloped. The training centre has put Openreach in the heart of Bradford and supports the delivery of our UK full fibre plans and





WITH HOW CONNECTED THE WORLD IS BECOMING, HIGH SPEED BROADBAND IS MORE IMPORTANT THAN EVER

“THE TRAINING CENTRE IS A HUGE ASSET TO OPENREACH AND TO BRADFORD



the upskilling of our people and new recruits in the centre of an important city in the North.”

Since the Bradford Open Street was set up, Openreach has now developed three others around the UK. Those behind the scheme have worked hard to ensure they all come as close as possible to replicating real life situations.

Kim said: “All of these sites have slightly different set-ups to make the most of the individual training centre. In Bradford we have four houses, two garages and two additional business premises.

“This variation enables our trainers to demonstrate different scenarios that engineers will encounter day to day.

“We have a barking dog bell chime, to talk about pets and potential safety issues they could come across at customers houses. Different types of external cladding on property fronts exist to train on drilling practices and how to best run cables while making sure they consider the customer and the property.

“We also have different floor types so that we can discuss ladder safety, and the garages provide a real life set-up for training on working on a flat roof. Everything has been designed with the purpose of giving engineers maximum exposure to the things they will encounter on real jobs. The network is live, so it works exactly as it would out on a real street.”

The training is seen as playing an absolutely vital role in Openreach’s huge project to roll out full fibre

broadband across the UK.

“We need our existing workforce to work quickly and efficiently and to be able to work through problems they come across independently,” said Kim.

“We need skilled, agile teams. Open Street helps to show the network as a whole; learners can see and understand how each part of the network connects to the next, and how the work they undertake has a huge impact the customer experience.”

Bradford is also seen as key centre for Openreach’s UK-wide ongoing recruitment, with 3,500 new recruits taken on across the country during 2018/19 and another 3,000 planned to be brought in during 2019/20.

As part of that process Openreach is working hard to attract a more diverse workforce. Last year, more female engineers joined than in previous years. And recruitment of black, Asian and minority ethnic people has risen nationally from 11 per cent in 2017 to 17 per cent in 2018.

With Bradford home to a young and diverse workforce, the company is keen to recruit locally, and recently held an open day to coincide with International Women in Engineering Day in a bid to raise the profile of female engineers.

Local families were invited along to get a taste of life as an engineer with a number of female engineers on hand to talk through their experiences and to demonstrate some of the high-tech kit they use on a day-to-day basis.







One female engineer, Hollie Hutton, explained why it is such a rewarding career.

"It's still a largely male-dominated career but times are most definitely changing, which can only be a good thing," she said.

"Being an engineer for Openreach is a fantastic job and one that I really enjoy. There can be a misconception that the physical side of the role makes it too challenging, but in reality it's never been less so. With the modern tools and techniques we use, this career is now very much open to both men and women.

"My message to anyone who's thinking about a career as an engineer, whether that be starting out from college or switching career at a later stage, is to find out more. It's a fascinating job, you're always working with brand new technology which is exciting, and there is huge satisfaction from problem solving and resolving complex issues."

Kevin Brady, Openreach's HR director, said: "We are keen to be known as a company that men and women from all walks of life want to work for, and for our workforce to reflect the hugely diverse communities we serve throughout the UK."

The leaders of Bradford and Leeds councils recognise the importance of the facility, and both visited it for the first anniversary celebrations earlier this year.

Cllr Susan Hinchcliffe, leader of Bradford Council, said: "There's a national shortage of engineers so it's great to see an infrastructure business like Openreach playing its part and investing in training new talent right here in Bradford."

Cllr Judith Blake, leader of Leeds City Council, said: "It was fantastic to visit Openreach's regional training centre this morning and meet some of the local engineers that will be installing superfast and ultrafast broadband infrastructure across our region.

"Leeds has seen a huge investment over the past two years and our strong digital economy has been a key factor in the city's success. As the sector grows, however, it is important that we ensure that everyone across the city is given the chance to benefit. By investing in developing the skills of local engineers and connecting more households and businesses to reliable and superfast broadband, this training centre is demonstrating inclusive growth in action."

Going forward, Openreach anticipates the demand for the facility will remain, and the level of trainees using it will continue to be large.

"In Yorkshire we envisage 9,000 training days for our engineers and new starters this year, so to have about 5,000 individual trainees come through our doors is easily going to happen," said Kim Mears.

"With ongoing new recruit training and existing engineers upskilling we expect to see the same level of use at the facility. On any given day the centre can have up to 80 engineers being trained.

"It's been a great first year but we're not resting on our laurels. Work is already underway building two new classrooms at Bradford to expand the training facilities even further, and we have a raft of upgrades we are working on to make the training experience the best it can possibly be."



“

MY MESSAGE TO ANYONE WHO'S THINKING ABOUT A CAREER AS AN ENGINEER, WHETHER THAT BE STARTING OUT FROM COLLEGE OR SWITCHING CAREER AT A LATER STAGE, IS TO FIND OUT MORE



# LIVING THE *Dream*

EVERY YEAR BRINGS NEW CHALLENGES FOR ONE BRADFORD RETAIL SUCCESS STORY, AND, THIS YEAR THE COMPANY IS LIVING THE AMERICAN DREAM

“NOT ONLY ARE WE DELIGHTED TO BE TRADING IN THE US, BUT WE ARE PROUD THAT A RELATIVELY SMALL UK BUSINESS, BASED IN BRADFORD...



Following the success of Regal Foods in Canada, and in 40 countries across the world, the company has been working tirelessly to break into the American market.

In May 2019, the first container of Regal Food products hit the shores of the New World, and are now available in up to ten main states in America, including New York, Texas and New Jersey.

Sales director Waqar Younis says: “This is a fantastic development for Regal Foods, and it shows that we are a force to be reckoned with in the global consumables industry.

“We’ve always wanted to get into America, and we’ve had to do a lot of work to meet the demands of that market.

“Our initial range of about 50 products have been really well received in American outlets, and we hope, in the future, to be able to offer the full range of somewhere in the region of 350 products to the American consumer.

“Not only are we delighted to be trading in the US, but we are proud that a relatively small UK business, based in Bradford, has managed to make this tremendous leap across the water.

“The response to that first consignment was massive. It has been manic – but in a good way.

“We are selling popcorn and crisps in the Big Apple, along with biscuits and cookies baked in Yorkshire!”

It has taken less than 20 years for the family business – that was started with one warehouse to supply local grocery

stores – to make an impact across the Pond.

Waqar is clearly delighted with the progress of the company and says that they will continue to take the brand further afield.

The support of their customers at home has played a significant part in securing the company’s success abroad, and the response and support of their new American customers is taking the business forward.

Regal Food Products Group was founded in the heart of Yorkshire from humble beginnings, to fill a gap in the market, locally, for quality Asian and halal products.

It has gone on to become a multi-million-pound, global business, also available across Europe and in Singapore and Malaysia, with a name increasingly recognised and trusted by shoppers, as well as being highly regarded in the trade.

Its own manufacturing arm, The Baking Company LLP, is at the forefront of innovation, always looking at new ideas, developing new products, and ways to improve the product range.

Their own commitment to the city is undiminished, and they strongly believe in giving back to the community that has helped them on their path to success.

They believe that they have a responsibility for “banging the drum” for Bradford, which has come through some very hard times.

But with business like Regal Foods behind it, the city can face its own challenges and the people can live their dreams.





# MARK OF ACCLAIM

**T**he best businesses across the district were showcased at the ninth annual Bradford Means Business Awards last night.

Held in a grand marquee in Bradford's City Park, in partnership with Bradford Council, the finalists gathered together to celebrate the people putting the city on the map.

The night has become a much anticipated event in the business world which recognises their success stories and dedication to building up the district.

T&A editor Nigel Burton said: "These awards shine a spotlight on businesses big and small to ensure their stories are told and celebrated."

The ceremony was hosted by ITV presenter Kate Walby with a special appearance from celebrity hypnotist, Krystyna Lennon.

Allan Jefferies won the Winners of Winners award, which was sponsored by The Broadway Bradford, in the first-ever live vote from the audience.

MD Tony Jefferies said: "We are really pleased that we stand out from the businesses in the Bradford area and have made our mark against serious contenders."

The motorcycle dealer was also voted Family Business of the Year

with Louise Jefferies, general manager and Tony's proud daughter, feeling both "absolutely delighted and shocked" at the win.

Judges for the award, sponsored by Armstrong Watson, chose the company after it showed it could pair economic success with its family values.

The Small Medium Enterprise of the Year award, sponsored by BHP, was given to Exa Networks.

Mark Cowgill, director and co-founder, who has built up the company over 16 years, said: "I'm a Bradford lad. Of all the awards we've won it's the one I'm most proud of."

Lewis Aird, head of technical support, was humbled by the win which left him feeling "surprised and overwhelmed".

For Nick Garthwaite, Christeyns MD, treating employees like family is what makes his business a success.

Christeyns won the Employer of the Year award, sponsored by Solenis.

Nick said: "They're friends, they're colleagues and I'm so proud of the work they do. Remember that many years ago Bradford was seen as being the best in the world. Having that 'Made in Bradford' strapline still has that same cache."



“OUR BUSINESS  
MODEL IS ABOUT  
THE COMMUNITY,  
IT'S ABOUT DIVERSITY  
AND ACCEPTANCE



## GLITTERING AWARDS CEREMONY CELEBRATES BEST BUSINESSES IN THE REGION FOR THEIR DEDICATION AND ENTREPRENEURIAL SPIRIT



Meanwhile the owners of Sherwood Green Nursery were left shaking with delight after winning Job Creator of the Year, which was sponsored by Mitton Group.

Owner Emilia Olkowska felt “ecstatic” at the news and could not hold back tears of joy.

Her husband and business partner Sal Ahmed said: “It’s one of the best feelings I’ve ever felt. We’d like to thank the Bradford Early Years team.”

It was a timely win for the business which has just signed the lease for a new nursery school in Wyke.

The business owner said: “I think a lot of the bad press that Bradford gets is the bad press that’s in every city. Bradford is amazing.

“Our business model is about the community, it’s about diversity and acceptance.”

Younis Chaudry, who won the Business Entrepreneur of the Year award, sponsored by AD:Venture, also feels the city is “the ideal place” to do business.

The team at Edwards Street Bakery, who won the Customer Service Excellence Award, said the city’s diversity makes their business thrive.

Fi Gavaghan and Lisa Fraser collected the award which was sponsored by a number of top businesses including Juice Media, Sparqs, Aagrah and Cobra Beer.

Fi said: “Bradford’s great. We get people from all over the place. Everybody brings a little bit of something.”

The pair said a key part of their work is employing the “right” people – like bakery trainer Katie Boxtton, of

who they said, “She’s brilliant. If you were to try to teach it, you couldn’t.”

Alice Copeman of Solenis was later crowned Apprentice of the Year, sponsored by City Training Services.

Lab supervisor Ben Glennon, who collected the award on Alice’s behalf, said: “She’s very polite, very good at her job, she’s got a great work ethic.”

The mentor urged businesses to start up their own apprenticeships.

He said: “The experience needs passing onto a younger generation.”

Sarah Khan-Bashir MBE, who won Community Contribution of the Year award, sponsored by PwC, says there are plenty of amazing young people in the district who would benefit from mentoring.

The businesswoman would like to see every business in the district connect with at least one local school or college.

She said: “Young people are struggling to find jobs. It’s trying to bridge that gap. Every workshop that I go to I see young people that just want to show off their skills.”

Cardinal’s Tim Considine, who won Manufacturer of the Year, sponsored by Thorite, says manufacturers should “keep evolving” despite Brexit concerns.

Tim said: “The Brexit questions are hard to answer. We are looking at what we think it’s going to be.”

Rich Sutcliffe, who won New Business of the Year award, sponsored by Bradford BID said it represented people making “real change” together.

The Agency for Good Ltd said: “For Bradford there’s a lot of social good. It’s massively diverse.”

# BRADFORD MEANS BUSINESS AWARDS 2019

**A**llan Jefferies, based in Otley Road in Baildon, was voted Winners of Winners in a first-ever live vote from the audience.

The motorcycle dealer was also voted Family Business of the Year. Tony Jefferies told the *T&A*: "We

are really pleased that we stand out in the businesses in the Bradford area and made our mark against serious contenders.

"It's something to be proud of."

**Without further ado here's the full list of winners for 2019...**

EVERYONE HAD SOMETHING TO BE PROUD OF AT THE BRADFORD MEANS BUSINESS AWARDS, WHERE THE FIRST LIVE VOTE AND PLENTY OF PRIZES PUT OUR VERY BEST UNDER THE SPOTLIGHT

## SMALL MEDIUM ENTERPRISE (SME) OF THE YEAR - EXA NETWORKS



Bradford Means Business Awards 2019, winners of the Small Medium Enterprise of the Year are Exa Networks.

## FAMILY BUSINESS OF THE YEAR - ALLAN JEFFERIES



Alan Jeffries with his daughter and the now manager of the business Louise Jeffries.

## JOB CREATOR OF THE YEAR - SHERWOOD GREEN NURSERY



Winners of the Job Creator of the Year award are Sherwood Green Nursery, Emilia Olkowska and her husband Sal Ahmed.

## APPRENTICE OF THE YEAR - ALICE COPEMAN OF SOLENIS



Winner of the Apprentice of the Year award Alice Copeman, from solenis. Collecting the award on behalf of the winner is her supervisor Ben Glennon.

## MANUFACTURER OF THE YEAR - CARDINAL



Winner of the Manufacturer of the Year award is Cardinal which is collected by Tim Cosidine the MD.

## CONTRIBUTION TO THE COMMUNITY AWARD - SARAH KHAN-BASHIR MBE



Winner of the Community Contribution Award Sarah Khan-Bashir MBE.

## CUSTOMER SERVICE EXCELLENCE AWARD - EDWARDS STREET BAKERY



Winner of the Customer Service Award are Edward Street Bakery, and the award is collected by Lisa Fraser and Fi Gavaghan.

## BUSINESS ENTREPRENEUR OF THE YEAR - YOUNIS CHAUDRY OF REGAL



Winner of the Business Entrepreneur of the Year award is Younis Chaudry of Regal Foods group.

## EMPLOYER OF THE YEAR - CHRISTEYNS



Winner of the Employer of the Year is Christeyns and the award is collected by MD Nick Garthwaite.

## NEW BUSINESS OF THE YEAR - AGENCY FOR GOOD LTD



Winner of the New Business of the Year award is Agency for Good Ltd which is collected by Rich Sutcliffe and his wife Vicky.



# BRADFORD MEANS BUSINESS AWARDS 2019

A glamorous evening held in a grand marquee in Bradford's City Park, in partnership with Bradford Council, the finalists gathered together to celebrate the people putting the city on the map.

The night has become a much anticipated event in the business world which recognises their success stories and dedication to building up the district.

T&A editor Nigel Burton described

Bradford as "a place of doers, innovators and people not afraid to roll up their sleeves and graft for their success".

The editor said: "One of the strengths of this area is that we get things done. The ceremony was hosted by ITV presenter Kate Walby, who formerly worked on Calendar, with a special appearance from celebrity hypnotist, Krystyna Lennon."

THE VERY BEST OF BRADFORD'S  
BUSINESSES WERE REWARDED  
FOR THEIR HARD WORK AND  
SUCCESES AT A GLITTERING  
AND GLAMOUROUS CEREMONY



Ahsan Raza, Shahid Javed, Adam Shafiq and Mobeen Habib from Coversure.



Andre Oliveira, Chris Mackellar, Kevin Larico From Nominees Cimlogic.



Coversure Insurance Farah Vora-Mahmood, Ruksana Akhtar, Reana Bashir the Nominee, and Rumona Chauwdhury.



Nominees Expect Distribution are Cheryl Armstrong, Neil Rushworth, Elaine Rushworth and Angela Brearley.



Gary Humphrey head of Digital at LocalIQ with the Lord Mayor of Bradford Cllr Doreen Lee, Cllr Vanda Greenwood and Cllr Gohar Almass.



Staff Force's Natalia Osak, Eliza Regan and Julie Attwell.



Melanie Scott, Hannah Scott and Jayne Rhodes from Cimlogic.



Nominees from Toucan Creative Nick Colton and Stephen Lund with Laura Craven and Louise Fletcher.



From Country Transit, Lee Holmes and Deborah Holmes.



Waqas Younis, Younis Choudhary, Faz Ali, and Ikram Butt from Regal Foods group.



From Gordons are Simon Mydlowski and Nick Chamberlain with Michelle Dobson from Walker



Krystyna Lennon, guest speakers and hypnotist, with David Blair.



From BHP Accountants, Karen Lickley and Lesley Kendrew.



Russel and Christine Andrews from Nominees Enable 2.



Sue Taylor and Tim Rogers from Newsquest.



Chris Morris, ShooSocial Media and Helen Rhodes from Ilkley Bid.



# Celebrate, Recognise and Reward...



**Telegraph & Argus**

## THE RETAIL LEISURE & HOSPITALITY AWARDS 2019

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THE  
**BROADWAY**  
BRADFORD

### WHY SPONSOR AN AWARD?

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### AWARDS CATEGORIES

- Leisure Venue of the Year
- Hotel of the year
- Customer Service Award
- Team Member of the Year
- Manager of the Year
- Fashion Store of the Year
- Retailer of the Year (non-fashion)
- New Business/Retailer of the Year
- Bar/Restaurant of the Year
- Hair/Beauty Business of the Year

**SPONSOR AN AWARD**

### Contact us

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**Awards  
Ceremony  
Sunday 10th  
November  
Broadway  
Bradford**



The background is a light blue color, decorated with various tropical illustrations. At the top left, there's a large yellow leaf with black veins. To its right, a green vine with small leaves hangs down. Further right, there are pink, teardrop-shaped flowers. On the right side, a toucan with a large pink beak and yellow and black body is perched among green leaves. At the bottom left, a yellow and black striped caterpillar is visible. In the bottom center, there's a yellow dragonfly. At the bottom right, a pair of large, white eyes with black pupils is peeking out from behind green foliage. The text 'GO WILD THIS SUMMER' is centered in the upper half. 'GO' is in large, bold letters; 'G' has a green pattern of small circles, and 'O' is dark blue with vertical lines. 'WILD' is also in large, bold letters; 'W' has pink diagonal stripes, 'I' is yellow with orange scales, 'L' is dark blue with green dots, and 'D' has green diagonal stripes. 'THIS SUMMER' is in a smaller, bold, sans-serif font, with each letter in a different color (pink, blue, green, blue, pink, green, blue, green).

# GO WILD THIS SUMMER

KIDS SUMMER  
JUNGLE MANIA

25 JULY - 2 SEPT

CLASSIC CAR SHOW  
17 AUGUST

THE LIGHT CINEMA  
SUMMER BLOCKBUSTERS

THE  
BROADWAY  
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# WHATEVER HAPPENED TO THE NORTHERN POWERHOUSE?

**I**t is five years since the Northern Powerhouse agenda was put forward as a game-changing initiative to transform the fortunes of the north of England.

The then Chancellor George Osborne launched the idea in June 2014 with a speech at Manchester's Museum of Science and Industry with the vision of "a collection of northern cities sufficiently close to each other that combined they can take on the world".

Five years on, has the Northern Powerhouse had the impact that Osborne envisioned in that speech?

The reports really do seem to be mixed. There is a clear welcome for the work that has been done to bring the great cities of the north, including Bradford, Leeds and Manchester, closer together, and investment in regional infrastructure.

But there are also concerns about the way austerity spending cuts have undermined the project, and there remains a strong belief that there is still an imbalance in spending between the north and the south.

Detailed analysis by the centre-left think tank the Institute of Public Policy Research (IPPR) North said the economy had moved in the right direction, and in terms of structure, the



“

BY INVESTING IN BETTER TRANSPORT AND DIGITAL INFRASTRUCTURE, SKILLS AND SUPPORT FOR BUSINESS ACROSS THE NORTH, WE CAN CREATE EXCEPTIONAL GROWTH...



## EXPERTS CLAIM THE NORTHERN POWERHOUSE AGENDA HAS BEEN UNDERMINED BY DRASTIC CUTS IN PUBLIC SPENDING



Northern Powerhouse had succeeded in creating five new metropolitan mayors, and a regional transport body in Transport for the North.

But its recent report also said the project had been ‘undermined’ by cuts in public spending, claiming that although spending had recently increased, the north has seen an overall £3.6bn a year reduction in real terms since 2009-10, while south east and south west England saw a £4.7bn rise.

It is the transport agenda – and the importance of both the HS2 high speed rail line and the Northern Powerhouse Rail system – being delivered that is key for the project to go forward successfully, according to regional political and business leaders. And that for many is the factor that will ultimately determine whether Chancellor Osborne’s vision is likely to come to fruition.

The leaders of Powerhouse local authorities had sent a letter to all the candidates vying to become the new Prime Minister.

Now with Boris Johnson ensconced in 10 Downing Street, he is being urged to deliver both HS2 and Northern Powerhouse Rail.

And for Cllr Susan Hinchcliffe, leader of Bradford Council and chair of the West Yorkshire Combined Authority, it is how the new Prime Minister Boris Johnson responds to this issue that will help determine the success or otherwise of the Northern Powerhouse.

Responding to the IPPR research, she said: “While positive steps have been taken to address the economic challenges facing the North, this analysis underlines the need to dramatically increase the pace and scale of investment if we are to truly rebalance the economy and raise living standards for all our communities.

“As a starting point, the Government must recommit to delivering HS2 in full and fund Northern Powerhouse Rail, with a line going through Bradford city centre, as fundamental building blocks of the 21st Century transport system the North needs to unlock its full economic potential.”

She was supported by Roger Marsh OBE, chair of the NP11 Board, the group made up of the chairs of the 11 Northern Powerhouse Local Enterprise Partnerships (LEPs), and the Leeds City Region Enterprise Partnership.

He said: “This analysis rightly points out the scale of the challenge

we face to reverse the impacts of decades of underinvestment, but we also need to focus on the scale of the opportunity the North presents to UK plc.

“By investing in better transport and digital infrastructure, skills and support for business across the North, we can create exceptional growth which delivers both a higher standard of living for our communities and a positive contribution to the UK economy as a whole.”

But Mr Marsh has also pointed to many positives that have been achieved, not least of which is the decision by Channel 4 to locate its new national headquarters in the Leeds City Region.

In a recent article, he said of the Powerhouse agenda: “For the first time in my experience it made northern success a national policy priority.

“The opportunity of an empowered and fully connected North to be a centre of growth for the whole country was finally recognised.

“There have been tangible successes in the five years since the former Chancellor, George Osborne’s, Northern Powerhouse speech.”

But he stressed greater local autonomy and improved and sustained investment in the north were now needed.

“Devolution – which is critical to northern towns, cities and rural areas taking control of their own destinies – must extend to all parts of the North, especially Yorkshire,” he wrote.

“And we need proper, sustained investment in both transport and economic regeneration. We are hardly going to narrow the North-South divide if Government spending remains skewed in favour of the south east.

“To close our productivity gap, we must ensure the Government remains committed to delivering HS2, Northern Powerhouse Rail and much-needed improvements in local transport in full.”

The IPPR findings back Mr Marsh, and the think tank called for the government to devolve power and resources to the North of England “so that the region, and the nation, can prosper” in its report.

The group argues that the Northern Powerhouse remains an important agenda, and they point to some successes including five new metro Mayors and the creation of Transport for the North which has brought





forward a  
£70 billion investment plan.

But it also found the Government's policy programme of austerity has undermined the economy of the North.

The IPPR states that since 2009/10 the North has seen a £3.6 billion cut in public spending, while the South East and the South West saw a £4.7 billion rise, in real terms (London also saw a cut however, but by less at £256 million).

It also points to a number of worrying trends over the period since the Powerhouse announcement, including a total of 800,000 children living in poverty in the North, weekly pay increasing by only £12 (2.4 per cent) compared to £19 (3.5 per cent) nationally (in real terms), and the

number of cancelled and significantly late trains on TransPennine Express and Northern franchises more than doubling.

But it says, despite this, the Northern economy has shown certain signs of improvement and these are the foundations upon which a new phase of the Northern Powerhouse, led by and for the North, could be delivered.

It concludes, though, that the only way the Powerhouse agenda can move forward successfully is through greater autonomy.

"As a top priority, the next Prime Minister must press forward with a wide-ranging programme of real devolution to the North.

"It is now time for a Northern Powerhouse of the North, by the North and for the North."

“AS A TOP PRIORITY, THE NEXT PRIME MINISTER MUST PRESS FORWARD WITH A WIDE-RANGING PROGRAMME OF REAL DEVOLUTION TO THE NORTH. IT IS NOW TIME FOR A NORTHERN POWERHOUSE OF THE NORTH, BY THE NORTH AND FOR THE NORTH

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# GROWTH PROJECTS



MARKETING BRAND YORKSHIRE HAS LED TO  
THE GROWTH OF TOURISM WHICH BRINGS  
£9MILLION INTO THE COUNTY ANNUALLY

**T**ourism is big business. In Yorkshire, the value of that business is now worth a staggering £9 billion annually to the county.

That figure was revealed by Welcome to Yorkshire recently at its tourism show Y19 as the organisation revealed its plans for its strategy over the next ten years.

It represents a massive increase of £1 billion, year on year, and is indicative of the continued growth of the tourism pound.

And the Bradford district is certainly getting its share of the huge amount of revenue tourists from both home and abroad are bringing in.

The industry is worth close to £700 million every year to the Bradford economy alone, and the council's healthy people and places portfolio holder Sarah Ferriby, who is responsible for tourism issues, is very clear on the impact it has for the region.

"Tourism contributes nearly £700 million to the Bradford and district economy," said Sarah.

"Ensuring we continue to attract visitors to the area will help to support the retailers,

food and drink businesses, as well as accommodation providers.

She said iconic locations in the district like Haworth and Brontë Country, Saltaire's UNESCO World Heritage Site and Ilkley attract visitors from all over the world, in particular from America, China and Japan.

She also stressed the importance of Bradford's City of Film status in helping promote the area internationally.

And visitors to the district continue to increase, with both day visitor numbers and overnight stays regularly going up year on year.

Sarah stressed the hard work that had to be done to continue to keep the industry buoyant by keeping the visitors coming in.

"Visit Bradford is a council-run service and continually promotes Bradford and district as visitor destination. Promotion is done through the visitor guides that are distributed nationwide, the visitor information centres in Bradford and Ilkley, the Visit Bradford website, which has over a million hits a month, and the social media platforms," she said.









“We also work with businesses and accommodation providers around the district to improve experiences for visitors.”

Continued work to improve the city centre was also a key factor, and she said that the continued investment in Bradford would have a positive effect on all aspects of the economy, including tourism.

“Changes in the city are due to investment from businesses, the council and grants and funding. There are significant changes afoot which will increase investment and the numbers of visitors to Bradford, ultimately having a positive effect on the city’s economy.

“Visit Bradford also work very closely with the Bradford BID in order to meet tourism objectives and ensure the businesses benefit from visitors to the city.”

A global event like the Tour de France in 2014, and since then, the internationally high profile of the Tour de Yorkshire, have seen the beauty of Yorkshire highlighted on television screens around the world and almost all of the races have passed through the Bradford district at some point over the last six years.



Sarah said: “These are world class events and have raised the profile of the district. To be able to share the iconic places in the district and then viewed by millions of people on TV is fantastic publicity.”

The continued growth of other events and festivals had also played a huge role in encouraging the visitor pound in.

Bradford City Park has a packed programme of events such as the Bradford Literature Festival, Bradford Festival, the Food and Drink Festival, as well as events across the city like the Science Festival also play their part.

And elsewhere in the district, Ilkley Literature Festival is one of the most important on the national calendar, and other big draws include Saltaire Festival and Haworth 1940s weekend.

“Bradford has a packed events calendar right across the district. Visitors that come to Bradford visit for the quality events and attractions, most of which are free,” said Sarah.

“We work constantly to promote





“ WE WORK CONSTANTLY TO PROMOTE THESE EVENTS AND THEY ARE SOME OF BRADFORD'S BEST QUALITIES ”



these events and they are some of Bradford's best qualities. We value them very much.”

The Council also works closely with all the BIDs, which are now up and running in Bradford, Keighley and Ilkley to increase activities and promote them.

“Our ethos is about partnership, working with all stakeholders to help, facilitate and support the work they are doing,” she said.

“Bradford has so many fantastic attractions to bring people in. I won't list them all but here are a few – the National Science and Media Museum, Alhambra and St Georges, Cartwright Hall and Lister Park, Bingley Five Rise Locks, Keighley and Worth Valley Railway, Brontë Parsonage Museum, Cow and Calf Rocks, Ilkley Lido, Saltaire and Salts Mill and many more.”

She said the council was always looking for new ways to support tourism, and it recently launched Sparkling Bradford.

“This is a campaign to promote all the family friendly events that are taking place throughout Bradford over the

summer holidays. You can see what else is happening here [www.visitbradford.com/sparklingbradford](http://www.visitbradford.com/sparklingbradford) or follow us on SM @visitbradford #visitbradford.”

It's a success story that tourism bosses want to continue at regional level.

Peter Dodd, commercial director at Welcome to Yorkshire said: “To have the tourism industry grow by £1billion in 12 months is fantastic news and everyone in the county should be incredibly proud of all the hard work that is being done to continue to raise Yorkshire's profile.

“Brand Yorkshire has never been stronger and together with our members, partners and everyone in the tourism industry we look forward to building on that success even more.

“Welcome to Yorkshire will continue to be bold, creative and ambitious to bring world class events to the region to underpin the vital lifeblood of grassroots tourism.”

At the recent Y19, there was a big focus on Welcome to Yorkshire's plans for the future and a number of major tourism announcements were made at the event.





# SITES TO BEHOLD

Work is finally set to begin on the first of three large Enterprise Zones in the Bradford district as part of a massive operation intended to create thousands of jobs close to one of the country's busiest motorways.

The Gain Lane Enterprise Zone is one of nine that are set to be established along the M62 corridor, turning swathes of disused land in prime positions into space suitable for business development.

It is the first of three of the zones planned for the Bradford district, and will support more than 550 jobs and generate an £11m annual boost to the local economy when it is complete.

The 12.77 hectare site – located behind Morrisons headquarters – was given the go-ahead by the West Yorkshire Combined Authority (WYCA) recently.

Although it will be a private development, the authority has given almost £10m to improve the infrastructure of the site, including building a new road.

Bradford Council's Portfolio Holder for Regeneration, Planning and Transport Cllr Alex Ross-Shaw is delighted to see the scheme finally approved.

He said: "We know there is huge demand for high quality employment sites in the district so we are thrilled to see this major development project coming to fruition."



Gain Lane will be one of nine "M62 Enterprise Zones", covering sites in Bradford, Calderdale, Kirklees and Wakefield. The other two Bradford locations will be Parry Lane and Staithgate Lane.

Strategically located on the border between Bradford and Leeds, Gain Lane will offer more than 330,000sq ft of high-quality industrial development space.

And like the other Enterprise Zones, it will also offer lucrative investment incentives for businesses seeking to

relocate, along with dedicated prime commercial property with excellent road, rail and air connections.

The attractive financial incentives including developer and occupier grants, and Business Rates relief packages.

The Gain Lane hub sits in the heart of a population catchment of over five million, and is just four miles from the M606, six miles from Leeds Bradford Airport and three miles to Forster Square and Bradford Interchange train stations.

## THREE ENTERPRISE ZONES ARE SPRINGING UP IN BRADFORD TO BRING MANY BUSINESSES AND THOUSANDS OF JOBS TO THE AREA



“THE CITY HAS THE YOUNGEST POPULATION IN THE UK AND AS A RESULT, A LARGE NUMBER OF THE POPULATION ENTER THE WORLD OF WORK EVERY YEAR



West Yorkshire Combined Authority agreed to a £9.8m development grant towards the £36.1m project's first phase bringing forward two units offering 75,000sq ft of commercial space.

Work is set to start on-site later this year, with the units becoming available from 2021.

The Leeds City Region Enterprise Zone Programme aims to accelerate the development of high-quality employment spaces across 10 sites in the region in total, including the nine on the M62 corridor.

The development at Gain Lane, will be undertaken by Elland-based Commercial Development Projects Ltd - a company with a long track record of delivering high quality industrial premises across the region.

The programme is funded through West Yorkshire Combined Authority's Local Growth Fund which is designed to a huge £5bn boost to growth and jobs across the Leeds City Region.

The Gain Lane site will include eight units, and 29,404 square metres on industrial space.

The WYCA predicts the units will be “capable of accommodating 550 jobs, generating business rate income of £900,000 per annum”.

If the scheme goes ahead as planned, the development will be completed in 2025.

The authority says the jobs at the site will all be new - not relocated from other sites. and that construction and preparation of the site will also create local jobs.

A report by authority officers said: “Bradford has a severe shortage of employment land. This is largely due to topography and previous land uses which, while being very productive were based on vertical manufacturing in multi-storey properties on small plots and not the modern system of single storey production on larger

plots.

“The city has the youngest population in the UK and as a result, a large number of the population enter the world of work every year.

“Without opportunities for business to be created and expand, Bradford will be unable to meet ambitious targets of raising GVA by £4bn by getting 20,000 more people into work.”

It says that although the Authority will be paying for the infrastructure works, the eventual private developer would fund site purchase, unit construction, marketing and letting costs, and project management of the scheme.

Enterprise Zones are seen as central to the government's Industrial Strategy. They will help businesses up and down the country seize the opportunities presented by leaving the European Union.

The other eight sites in the M62 corridor are Parry Lane (Bradford), Staithgate Lane (Bradford), Clifton Business Park (Calderdale), Lindley Moor East (Kirklees), Lindley Moor West (Kirklees), Moor Park Mirfield (Kirklees), South Kirkby Business Park (Wakefield) and Langthwaite Business Park (Wakefield).

Plans were recently submitted for the largest of those sites, Clifton Business Park near Brighouse which could bring £269 million into the Calderdale economy over the next 10 years.

The Clifton proposal is for a 25.5 hectare site at land off Coal Pit Lane, Clifton that would create an estimated net 607 jobs for Calderdale.

Anyone who wants to learn more about the Gain Lane Enterprise Zone, or the other two proposed for Bradford, can contact Dave Partridge, Senior Development Officer, Bradford Council on 01274 432161 or email [dave.partridge@bradford.gov.uk](mailto:dave.partridge@bradford.gov.uk).





# ROAD OF PROGRESS

## MULTI-MILLION POUND HARD INGS ROAD IMPROVEMENT SCHEME IS SET TO DELIVER HUGE ECONOMIC BENEFITS FOR THE REGION



“

DELIVERING  
THE WORKS  
WITH THE LEAST  
AMOUNT OF DISRUPTION  
TO LOCAL BUSINESSES  
AND RESIDENCES IS OUR  
PRIORITY. WE ARE LOOKING  
FORWARD TO GETTING  
TO KNOW OUR ALL OUR  
NEIGHBOURS OVER THE  
NEXT FEW WEEKS THROUGH  
OUR COMMUNITY LIAISON  
PROGRAMME



It's a scheme that will undoubtedly bring an element of short term pain to motorists who use the road, but the £10.3m Hard Ings Road improvement scheme on the A629 at Keighley is ultimately set to deliver huge gains to the region.

And business growth will be a key outcome when the scheme, which will see the road widened to become a dual carriageway, is finally completed, according to political leaders.

Cllr Kim Groves, chair of the West Yorkshire Combined Authority (WYCA) Transport Committee, said: "By reducing congestion in Keighley, this West Yorkshire-plus Transport Fund scheme will increase opportunities for economic growth and job creation in the area."

Funded by the WYCA's West Yorkshire-plus Transport Fund, the long-awaited scheme is intended to reduce delays and cut journey times, resulting in significant benefits for business and for individuals.

Leeds firm Howard Engineering Limited has been awarded the contract for the work, and is keen to keep local firms and motorists as up to date as possible with their progress, and to keep disruption to a minimum.

But with a 58-week programme of work, significant delays are likely to be unavoidable, and Bradford Council has warned people to avoid driving in the area of the work wherever possible.

Lucie Jones, pre-contracts manager at Howard Civil Engineering, said: "This is a complex scheme that has involved a great deal of planning.

"Delivering the works with the least amount of disruption to local businesses and residences is our priority. We are looking forward to getting to know our all our neighbours over the next few weeks through our community liaison programme."

The scheme has been long-mooted, and issues of buildings and land alongside the sections being widened created issues.

But after the scheme went out to public consultation three years ago, a start date was finally set last year, and work got underway in earnest in May.

Cllr Alex Ross-Shaw, the council's portfolio holder for Regeneration, Planning and Transport, has no doubt that the benefits of the scheme will far outweigh the issues the project brings – and will prove to be a real boost to the town and the region's economy.

He said: "Better roads deliver

significant benefits and the Hard Ings project is no exception.

"This scheme not only delivers much shorter journey times, it improves road safety, air quality, sustainable transport and will give a boost to the local economy.

"Reducing congestion is vital to unlocking our growth potential, but it can also deliver better air quality. We always look at opportunities to make environmental improvements on our projects and Hard Ings will feature better facilities for pedestrians and cyclists and more trees along the route as a result of this work."

The business case for the road, presented to the WYCA before the scheme was finally agreed, stated that Keighley was an important industrial economic base for Bradford and West Yorkshire, with several large existing employers based in the town.

It stated: "It is also establishing itself as a centre for research and development and has many new houses planned (4,500) which are set out in Bradford Council's Core Strategy Development Plan."

The report warned of the negative impact on growth of the congested road as it was.

"Congestion issues along Hard Ings Road are having a negative impact on Keighley's current economic standing, and its potential for further growth, including its ability to grow its research and development sectors and for new houses to be connected to employment opportunities within and around the Keighley area" it stated.

"The A650 Hard Ings Road is a strategically important route linking Bradford to Keighley and onwards to Skipton via the A620 and Pendle area via A6088.

"This also has a negative impact on Keighley town centre as drivers divert away from this congested section of road." This made the town less attractive to investors, the report added.

The Hard Ings scheme is funded through the West Yorkshire-plus Transport Fund. The Fund is supported through the Leeds City Region Local Enterprise Partnership Growth Deal – a £1 billion package of Government investment delivered in partnership with the WYCA to accelerate growth and create jobs across Leeds City Region.

The Combined Authority has allocated £150 million of Transport Fund investment for schemes in the Bradford district.





In addition to the Hard Ings Road improvements, major junction improvements at the Harrogate Road New Line junction at Greengates and at three roundabouts on the A6177 Outer Ring Road to the west of Bradford are set to get underway in the coming year.

Hard Ings is one of 13 major new Leeds City Region transport improvement schemes worth more than £200 million which are scheduled to get underway this financial year.

These also include work starting on the Corridor Improvement Project at the Dyneley Arms junction, Leeds, and Garforth and Mytholmroyd park and ride car parks at the railway stations – two of six West Yorkshire stations where park and ride car parks are being built or extended.

Schemes approved for support from the Transport Fund are all intended to improve road, bus, rail and other links across the region over a 20-year period – and to encourage growth in line with the Leeds City Region Strategic Economic Plan.

Cllr Peter Box, chair of the West

Yorkshire Combined Authority Investment Committee, said: “Each of our schemes is carefully identified and developed according to rigorous assessment processes and it is exciting to see that hard work turning into activity on the ground.

“They are about helping local people access jobs and opportunities, enabling our businesses to prosper and expand and opening up land for much-needed new housing and development.

“They will further ensure the region can take full advantage of planned major national transport investments, when they arrive.”

Cllr Box added: “In 2014, Leeds City region secured the largest Growth Deal settlement in the country.

“We continue to deliver on that deal by using it to support the creation of over 7,600 new jobs, safeguarding over 22,000 jobs through flood resilience measures, building almost 350 new houses and attracting almost £½ billion of additional private and public sector funding.”





# ACCESS AD:VENTURE

BE PREPARED FOR THE  
ADVENTURE OF YOUR  
COMPANY'S LIFETIME WITH THE  
HELP OF A GREAT SCHEME



Start-up businesses have often been left to their own devices and expected to learn from their mistakes. While there is an element of trial and error with any enterprise, there is also a network of support new and growing companies can access to help with a variety of growth challenges.

AD:VENTURE, which is funded by regional partners and ERDF, so free for SMEs, is a business support programme that delivers practical guidance, workshops and growth grants to companies trading business to business and established for three years or less.

Having already engaged with over 1,500 businesses and thousands of individuals, it is clear that businesses recognise the benefits that AD:VENTURE can offer.

## Professional advice and an extended network

Through the programme, those considering starting a business or that have taken the plunge can access workshops and sessions that are free of charge and delivered by industry professionals.

Events cover a range of topics including starting a business, marketing for growth, the art of selling, media masterclasses and fundamentals of finance. There are also networking events bringing the business community together to share experiences.



## Lifeline to specialist digital businesses

Understanding how difficult the early days of running a new business can be, AD:VENTURE partners Bradford Council developed the Northern Max accelerator programme for Bradford District businesses.

Now delivering the second Northern Max accelerator, the programme focuses on nurturing and growing the young, talented digital companies across the region. While the objective of the programme is to enhance and expand the tech and investor community, it is anticipated that this will also have a long-term and positive impact on the wider economy.

In addition to this, businesses seeking specialist digital sector support will be able to access the advice of experienced and knowledgeable individuals such as digital health enterprise advisor, Rav Panesar. Rav is responsible for mentoring digital, health and medical technology start-ups, offering them one-to-one advice, guidance and support.

## Practical support that delivers results

Recognising every business is different, AD:VENTURE has a team of Business Advisors who work one-to-one with companies needing bespoke support. Providing a dedicated mentor, start-ups are able to ask the questions that matter most to them, so that they get advice that is going to allow them to progress and put the theory they learn into practice.

Whether it is business planning, processes, legislation or something specific to a business, AD:VENTURE Advisors have become an invaluable asset to a growing number of young companies throughout the region.

## Funding the future

The programme was developed to encourage and accelerate the success and growth of business throughout the region and funding is just one way that it can be used to give organisations the leg up they need to pull plans forward and make things happen.

Working with Business Advisors through the process, businesses can access up to £25,000 in match-funded grants, which can be game-changing for those in that crucial scale-up stage.

## Feedback from businesses

Richard Sutcliffe, director from Agency for Good, comments: "As a relatively new business, we were looking for practical support we could access that would allow us to put our plans into action faster and bring our ambitions forward. That is why we have registered with Northern Max. We've heard how other companies have been positively influenced and want to make sure that we are doing all that we can to access the guidance that we feel we need."

Cllr Alex Ross-Shaw, Bradford Council's Executive Member for Regeneration, Planning and Transport, said: "We have an objective in place to be the UK's fastest growing economy in the next decade. We are realistic and that means that we must work with others to achieve this."

Director at Hydro-flux, Michael Burnham: "Without AD:VENTURE there is no way we could have put our idea into practice. Securing the grant made all of the difference and we went from kitchen table to furnished offices almost overnight. It was great. Not only was the environment different but our mindset and the way that we approached the business changed."

To find out more, please visit [ad-venture.org.uk](http://ad-venture.org.uk).

# MAKING BIG MOVES







“ THE PEOPLE WHO  
WORK HERE ARE THE  
LIFEBLOOD OF THE  
CENTRE

As Bradford continues to enjoy an increasingly buoyant retail scene, things are definitely on the up at one of the city's historic shopping centres.

Two new anchor tenants have played a big part in a major resurgence in the fortunes of Bradford's Kirkgate Centre this year.

Both TJ Hughes and Boyes have taken on significant retail space in the centre, helping to draw footfall back up to an area of the city centre which has suffered a little in recent years.

With plans afoot for a transformational development at nearby Darley Street by Bradford Council, which would see a new modern market with a dedicated underground servicing area and a new public space to host outdoor stalls and specialist open-air events, there is now real optimism afoot in the top end of town.

And after concerns raised about the number of empty units in a planning report last year, there is no question that the Kirkgate is resurgent, and the confidence shown by two very well established retailers to take substantial space clearly shows that belief.

Centre manager Catherine Riley has no doubt that the centre is on an upward trend, and says the new anchor stores have been part of that.

“We are seeing increases in both footfall and dwell time. This is due in no small part to the opening of our two new anchor tenants TJ Hughes and Boyes who both have very loyal customer followings. Of course, they, too, benefit from our loyal customers,” she said.

“Kirkgate is bucking the trend by winning successful national retailers to the centre. We are delighted to have them along with our other new tenants, Brow Art Beauty Salon and Rabbit Hole.

“Success breeds success so we are also seeing existing retailers like Greggs investing in new facias to cater to what our customer wants.

“Of course we are in talks with other prospective tenants and hope to have more exciting news soon.”

Referring to the planned work in Darley Street, Catherine said Kirkgate was very much the place people were looking to be at the moment.

She said: “With everything that's going on in this area, this is absolutely the right place to be.

“Everybody at the centre is proud of what's going on. People who maybe

have not looked at Bradford for a while are coming back in. The centre has a busy air about it. Other retailers are commenting on how busy it is. The figures are well up.

“The centre has a fantastic value led offer with strong footfall and great names like Primark who everybody loves. The centre of town is contracting and becoming more focused on the two shopping centres and the retail park so we are a natural place for great retailers to gravitate to.”

Having been centre manager for more than two decades now, Catherine is aware of the importance of continuity and the strength of the employees who run the centre - and those who work in the shops.

Four of the management team recently celebrated 100 years of service between them - Catherine herself, centre administrator Sue Smith, customer service manager Mirko Maric, and cleaning supervisor Joyce Clark.

Catherine, Sue and Mirko all began their journey within a few months of each other, in 1994. The longest serving staff member is Joyce, who began working there in February 1993.

“The people who work here are the lifeblood of the centre - both the management team and the staff in the stores,” said Catherine.

“They are the ones who provide excellent service with a smile day in and day out. It feels like a family here - staff and customers have all grown up with Kirkgate and there is a great sense of belonging. Customers are always telling us how delighted they are to see that we are attracting new stores.”

Every member of the Centre management team has received World Host status meaning they have undergone dedicated training to ensure that they are providing the best possible customer care. In addition, the Centre has just been awarded the Savills Silver Award for Customer Service Excellence.

The work Catherine and her team has done over the years was praised by Mike Cartwright, from the West and North Yorkshire Chamber of Commerce.

He said: “It's great to see that the Kirkgate Centre is doing well and we hope that the current trend continues. Most people are aware that the face of retail has changed in recent years and that online shopping has had massive





ramifications for the high street.

“City centre shopping still has a future but it has to be in and amongst other activities these days and so we need to make sure Bradford has a strong presence and a quality offer for visitors.

“Praise should go to Catherine and her team for keeping the Kirkgate a successful shopping hub – we work closely with her on various matters and we look forward to that continuing in the future.”

The £21m market plan which will transform an area close to the centre took a step closer to development recently, with Bradford Council acquiring the old Marks and Spencer unit on Darley Street, seen as a “key building” in the project, which will include a market and public square.

It’s anticipated the detailed design stage will be complete by this autumn, and construction work/demolition will begin in the first quarter of 2020, with the completion and opening set for spring 2022.

The new market facility will include a floor featuring street food

vendors, music performances and possibly bars – it’s hoped this part of the scheme would open late to bring much needed evening footfall to the area.

Catherine says that and other developments leave her very optimistic about the future prospects of the Kirkgate Centre and of Bradford itself with the continued investment, and the plans for the new market.

“Bradford is undergoing somewhat of a renaissance with new shops, the planned market, station refurbishments at both the interchange and Forster Square and of course Bradford Live; not forgetting all the new evening activity on Ivegate,” she said.

“The face of retail is changing rapidly at the moment. That brings opportunities as well as challenges. Kirkgate is well placed to respond to those challenges and to keep the centre at the heart of shopping in Bradford.”





# Take your career further

PwC is one of the world's leading professional services firms, and we're looking for Supervisors and Client Service Administrators to work in our new Competency Centre in Bradford. You'll support our Assurance business across the UK as we get to grips with every aspect of our clients' activities.

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## Cardinal successfully delivers contracting, building and shop fitting services on a global platform.

As family owned business we have a pragmatic approach to construction, alongside a wealth of experience across the sectors which allows us to offer a tailored building solution to surpass our client's exacting requirements. Our in-house design and M&E teams coupled with major manufacturing capabilities ensure that projects can be delivered efficiently and effectively. A proven history of successfully completing works within the leisure, retail, residential, healthcare and education sectors means that client's projects are in safe hands. This could be a one off project, a national roll out or a re-branding exercise. Drawing upon it's in-house expertise and experience, and a talented supply chain of UK and international service providers, Cardinal complements the capacity to take on a client's project from beginning to end with the flexibility, creative flair and skill of a business committed to excellence and driven by best practice principles. That includes conceptual design, space planning and interior design strategy, product and equipment design, prototype development and ultimately installation. Cardinal supports this capability with planned and reactive maintenance with warranties available for clients. The success of this holistic approach has enabled it to diversify further with new clients emerging from the commercial, educational, public

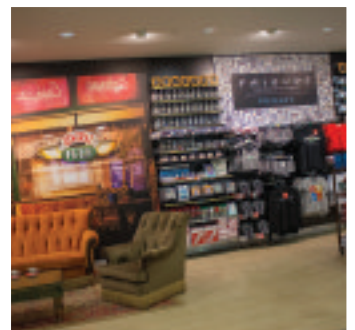
and private sectors alongside one-off bespoke packages for customers such as Westfield shopping centres. "Having all those capabilities available to us is great because we can offer a full turnkey package," says Client Director, Dean Anderson, "but it also means we can tailor a package based on the client's needs with some coming to us for a specific service, be that design, manufacture or install. That flexibility, coupled with the now diverse markets we work in, means we're busy all-year round." Alongside the recent Bradford Means Business Award Cardinal have been lucky enough to also secure the 'Contractor of the Year award' at the National Building Awards and the coveted 'Green Champion' at the Green Apple Awards. The winning of these awards recognise the full Cardinal team, their input and continued dedication. "Cardinal's vision for success is to continue delivering unrivalled customer service through collaborative, transparent and honest working practices to continue to build trust with our clients as part of a partnering approach. Testament to this is the ability to not only attract new talent to the business to fill the skills gaps but the continued support that we give to our staff to ensure that they have the correct skills for the role that they are undertaking through apprenticeship,

NVQ, degree and CPD (Continued Professional Development) training which is detailed out as part of their individual PDR (performance Development Review). We believe in continual improvement, of our people and the business, as part of our ISO accreditation which involves a culture of reporting areas for improvement so that the business can continue to excel."

Our transparent, honest and collaborative approach to project delivery is embedded within our core values, whereby each and every member of staff wants to help the customer to convey the best project that can be.

One example of this was a design we created for a major high street clothing retailer. We were only asked to create a concept design however when the client attended the meeting there was a section of a prototype, a moodboard and a virtual reality mock-up of the concept that was fully interactive. This innovative approach not only showcased the concept design that we had created but it also allowed the client to look at the concept from an operational viewpoint. It proved that a piece of equipment that the client wanted to use wouldn't fit and that the space between two counters that was to be used by staff wouldn't be wide enough for two people. Our apprenticeship scheme and

strategic approach to training allows each employee to have a clear vision of their career progression, which is actively encouraged by the Board of Directors. This collaborative approach allows the employee to see the possible routes that their career path could take and the milestones that they need to achieve to do this.



# Letting the fees go

WITH LETTING AGENTS NOW FACING FINES FOR CHARGING ADDITIONAL NON-REFUNDABLE FEES, REPUTABLE AGENCIES SUCH AS HUNTERS ARE PROUDLY TAKING ON THE FINANCIAL BURDEN



“

WE'VE MAINTAINED FEES FOR OUR EXISTING LANDLORDS, AND WE OFFER THE SAME SERVICE AT NO EXTRA COST

The recent change in the law for fees paid by people looking to rent property has had a huge impact on letting agencies, although one local agency is confident that they are in the best position to survive the changes and keep their customers happy.

Up until June 1, 2019, landlords and letting agents were able to charge tenancy or letting fees. These admin fees varied significantly, and could be for checking references, carrying out credit checks, preparing the tenancy agreement, and so on.

Now, the only payments landlords or the letting agent can request from a tenant are: the rent; a refundable deposit capped at five weeks' rent if your annual rent is below £50,000; a refundable holding deposit capped at one week's rent; utilities and council tax if included in your tenancy agreement; a charge for changing the tenancy or terminating it early if you request it, and a charge for default by you, for example, late payment of rent.

Any landlord or letting agent that charges you any other fees could face a hefty fine of £5,000.

This has obviously meant quite a loss of income for agents, some of whom were regularly charging up to £400 in non-refundable fees. Many have not weathered the storm, while others have passed the loss on to landlords by increasing other charges.

However, reputable agencies, like

Hunters Estate and Lettings Agents, in Bradford, are proud of the fact they have taken on the financial burden themselves, with no additional costs to their landlords.

Manager, Admir Zenkovic, says: "We've maintained fees for our existing landlords, and we offer the same excellent service at no extra cost. We have many good, long-standing relationships with our customer base, which we want to maintain."

The How to Rent legislation is constantly changing, and it is important that landlords and agents are compliant. Hunters is underwritten by solicitors, so they are always up-to-date with any changes that will affect their landlord or their tenants.

Not only does Hunters look after their customers, they are keen to put something back into the community by getting involved in local sponsorship.

They support a number of amateur sports clubs in Bradford, and they are delighted to be sponsors of Circus Star – a touring company that provides entertainment for children with additional needs or families in difficult circumstances.

As Admir says: "It's all about giving back, and even small donations can have a big impact on someone's life."

For more information about Hunters, or a free consultation, contact details are below.

HUNTERS ESTATE AGENT, 45-47 GODWIN ST. BRADFORD BD1 2SH  
01274 39 39 55 | BRADFORD@HUNTERS.COM  
WWW.BRADFORD.LETTINGS@HUNTERS.COM





# FLYING HIGHER

## LEEDS BRADFORD AIRPORT IS GEARING UP FOR AN AMBITIOUS NEW FUTURE FULL OF PROSPERITY FOR THE REGION



“IMPROVING THE  
CONNECTIVITY  
OF YORKSHIRE  
TO AND FROM EUROPE, IS  
AN EXCITING PROSPECT  
WHICH, IN COLLABORATION  
WITH OUR PARTNERS  
IN LOCAL GOVERNMENT  
AND BUSINESS, WE ARE  
CONFIDENT OF ACHIEVING



Yorkshire's status as a significant economic force is gaining momentum all the time. Supported by an influx of ambitious start-ups, SMEs and large international businesses, who are finding prosperous homes here, the region is beginning to turn business heads nation-wide.

And bosses at Leeds Bradford Airport say it is set to play a crucial role in shaping the region's current and future prosperity.

Already one of the largest airports in the North, the airport is set to grow significantly over the next few years.

High profile campaigns like Power Up the North have helped identify the importance of a robust and effective infrastructure in supporting this regional boom.

And LBA says that over the next ten years, it is committed to working with partners in local government to deliver its part in this infrastructure.

These include huge improvements to transport connections to and from the airport, with the intention of welcoming more passengers to the region, further widening the tourism and business gateway which will, in turn, generate jobs.

These jobs will cover a range of roles from building infrastructure to managing new projects, providing a significant economic boost to the areas surrounding the airport and for West Yorkshire as a whole

Newly appointed Leeds Bradford Airport chief executive, Hywel Rees, said: "LBA is on track to deliver significant enhancements to the terminal and beyond, which will make it a truly accessible gateway to the region, both for business and tourism passengers.

"Improving the connectivity of Yorkshire to and from Europe, is an exciting prospect which, in collaboration with our partners in local government and business, we are confident of achieving."

The appointment of Hywel is a clear signpost to the new era LBA is about to embark on as one of Yorkshire's most crucial business and tourism gateways.

He joined the airport in May and

brings with him over 28 years' experience as an airport and infrastructure executive.

Joining LBA from AMP Capital, Hywel arrives at a transformative time for the airport and will lead on growing passenger numbers, route development and delivering the airport's new multi-million-pound investment programme.

Hywel will also be focused on cementing LBA's integral contribution to the local regional economy

Hywel said: "Yorkshire's £110bn economy needs an airport that can support its growth and development plans and I am very much looking forward to working closely with the airport team and our key partners, including airlines, to ensure we are a key gateway for both business and leisure passengers."

Prior to joining LBA, Hywel was asset director at Newcastle Airport and London Luton Airport, and has served on the boards of Melbourne Airport in Australia and Alpha Trains in Europe.

Hywel also spent 10 years at Spanish construction and airports conglomerate, Ferrovial.

His arrival was greeted by Andy Clarke, chairman of LBA, who said: "We are very pleased Hywel is joining us as chief executive.

"His understanding of airports at a leadership level, particularly their crucial contribution to the local regional economy, will be valuable to the airport as we embark on the next stage of our growth and cement the airport's position as a gateway to and from the Yorkshire region for leisure and business passengers, both internationally and closer to home. Hywel has the experience to take the airport to new highs.

"I'd also like to thank chief financial officer Paul French and operations director Simon Whitby who have undertaken joint leadership responsibilities while we completed the search for a new chief executive."

The appointment follows the retirement of former chief executive David Laws.



# KEIGHLEY AND DISTRICT BUSINESS AWARDS



Set up seven years ago to ensure the many good news stories about Keighley and district businesses were celebrated, the Keighley and Airedale Business Awards has gone from strength to strength.

And the recent 2019 awards at the town's Victoria Hall clearly demonstrated that, with a sell out audience enjoying a night of entertainment and networking compered by BBC presenter Harry Gration.

Guests at the black-tie event included MP John Grogan, Keighley town mayor Cllr Peter Corkindale, and Bradford Council leader Cllr Susan Hinchcliffe. The Lord Mayor of Bradford, Councillor Doreen Lee, officially opened the ceremony.

One of the co-chairman of the awards organising committee, Howard Martin, said negative perceptions of the town and the district had inspired the idea of setting up an awards event.

"The area as a whole didn't really shout out about its success stories. Keighley and the whole of the Bradford district was getting a bit of a negative press, when there were numerous success stories from the business side," he said.

"So we thought okay, let's raise the profile and shout about what's good about the area."

The event was initially purely for Keighley, but it was extended to the whole of the Aire Valley two years ago.

"It's gone from strength to

## AWARDS CEREMONY CELEBRATES THE GOOD BUSINESS NEWS STORIES OF KEIGHLEY AND COUNTERACTS NEGATIVE PERCEPTIONS OF THE TOWN



“

IT WAS PLEASING TO  
SEE SUCH A LARGE  
NUMBER OF PEOPLE  
STAYING BEHIND  
AFTER THE ACTUAL  
AWARDS CELEBRATING  
THEIR SUCCESS AND  
NETWORKING THIS YEAR

strength,” said Howard. “The past two years have been total sell outs.”

As well as the awards themselves, the evening also includes live music, and the bar remained open afterwards to allow those attending to stay behind and network.

“It was pleasing to see such a large number of people staying behind after the actual awards celebrating their success and networking this year,” he said.

“It’s succeeded beyond what we could have hoped for. It’s doubled in size. We’ve taken the decision to try and make it better every year rather than bigger – we’d struggle to find a venue that would take more people.”

Howard, of Respond Marketing, is co-chair of the committee with Stephen Burles, of Puddle Agency. The committee made up of other business people from the district.

Look North presenter Harry, who has been involved with the awards since their second year, said: “This is

one of the very best awards events and a privilege to cover.”

He also paid tribute to the work of Keighley Business Club, which was the headline sponsor for the ceremony.

The prized Overall Business of the Year awarded went to Keighley construction company RN Wooler & Co Ltd, which also took the Small and Medium-sized Business of the Year title.

Since the family firm was founded in 1985 by managing director Norman Wooler, it has grown into a multi-million operation with a directly-employed workforce of around 250.

Other award winners were: Milner Apprentice Award, sponsored by Keighley Training Consortium: Special Achievement, William Quiney & Russell Parkinson; Best Vocational Skills Development, Carly Richardson; Best Academic Achievement, Rhian Evans;





Outstanding Apprentice: Alex Johnson.

Apprentice/Trainee of the Year, sponsored by Keighley College: Winner, Ellie Clare, from WAVE; Special Recognition – Teona Gott, from Crimson Bear. Ellie is business administrator and trainee project manager with WAVE (Wheatlands Aire Valley Engineering), which delivers refrigeration and building services.

Independent Trader of the Year, sponsored by Airedale Enterprise Services: Yoga Wellbeing/Wellbeing Lounge. Yoga Wellbeing is a small business teaching yoga, meditation and fitness, opened in 2013 by Sarah-Jane Fortune. The Lounge coffee shop and holistic centre opened in 2017. It has become a thriving business.

New Business of the Year, sponsored by Cavendish Business Centre: Delightful Divas; Special Recognition – Agency for Good. Delightful Divas, a party venue, was opened last August by Rebecca Doyle and Janet Hunter and has gone from strength to strength. It also supports charities through Think Pink open days.

Business Personality of the Year, sponsored by Keighley Town Council: Jon Broadbent, from Clever Energy Boilers; Special Recognition:

Antonio Risidi (Nino), from Hairavanti, and Lance Dentith, from L&S Prints. Jon founded Clever Energy Boilers in Keighley six years ago, and the firm's growth was described as "exceptional" by judges. He was nominated for the award by staff.

Manufacturing Business of the Year, sponsored by Rotherwood Recruitment: Winner – L&S Prints, Special Recognition – Global Precision. L&S Prints started in Keighley in 1990, printing fabric for clients such as Primark and the NHS. The company then successfully moved into the development and manufacture of personalised fabric products.

Hospitality Business of the Year, sponsored by Airedale Shopping Centre: Bronte Bars & Events. Since launching the Haworth Beer Festival eight years ago, Kath Thornton – Bronte Bars and Events' director – has built the mobile bars and personalised events experience company.

Micro Business of the Year, sponsored by AWB Charlesworth, Goose Eye Brewery.

SME Business of the Year: RN Wooler.

Media Business of the Year: Distant Future.

Social Enterprise Business of the Year: Get Out More

“

THIS IS ONE OF THE  
VERY BEST AWARDS  
EVENTS AND A  
PRIVILEGE TO COVER

# Helping students

MO HUSSAIN, APPOINTED AS HEAD OF EDUCATION AND COMMUNITY WITH YABA, IS DETERMINED TO ENGAGE YOUNG PEOPLE IN THE COMMERCIAL WORLD TO BENEFIT BRADFORD'S FUTURE

## think big

A local business partnership is working towards engaging young people in the commercial world by taking on a new Head of Education and Community.

The recent appointment of Mo Hussain by the Yorkshire Asian Business Association (YABA), puts the emphasis on teaching young people about business while they are still in school, in order to foster the economic growth of the area at grass roots level.

Mo says: "The youngsters in school now are the future of Bradford. If the region is to prosper, they are the key people who are going to make a difference. We want to offer them opportunities they might not otherwise have.

— and he has never looked back.

He spent four years with them, eventually becoming a senior group manager, before launching out with his own business consultancy in 2014, working with companies throughout the UK and Europe to optimise their creative potential, and build on innovative methods and entrepreneurial capability within the organisations.

He will use his considerable coaching and enabling skills that helped push the potential of individuals to succeed in their given industries, to encourage students to 'think big'.

In 2016, Mo and his wife had identical twin boys, followed by another son in 2017. He realised that he needed to be nearer home to focus on his family.

He set up his own financial services business, and estate agent, in Bradford, and his current role with YABA came from a conversation with Sharon Jandu, the MD.

Mo is very aware that the work he is doing now in schools will impact on his own children in the future.

"I believe wholeheartedly that the business skills that we are passing on to young

people, will help them as well as contributing to building a better Bradford. It's particularly personal for me, now, as my own children will one day be part of the system.

"I am delighted to work with YABA and have this chance to make a difference to our future business generation, and to the city. We want to empower our youngsters – to embolden them with aspirations, to raise the bar.

"People are powerful and together, we can make a difference."

“ I BELIEVE WHOLE-HEARTEDLY THAT THE BUSINESS SKILLS THAT WE ARE PASSING ON TO YOUNG PEOPLE, WILL HELP THEM AS WELL AS CONTRIBUTING TO BUILDING A BETTER BRADFORD

"Working with YABA, which has more than 3,500 corporate members in the association, gives us the opportunity to take a wealth of knowledge and experience into schools; to mentor, guide and encourage students to aspire to success in the future."

Mo, 33, started his own business career as a sales consultant with Carphone Warehouse while he was studying at university. The opportunity arose for him to take up a secondment in a management position



ENQUIRIES TO YABA CAN BE SENT TO SHARON JANDU:  
07807 474 885 | SHARON@YABA.UK.COM





# REVOLUTIONS IN SPEED

5G MOBILE NETWORKS ARE ON OUR DOORSTEP, READY TO MAKE AN IMPRESSIVE DIFFERENCE TO BUSINESSES ACROSS THE COUNTY

**I**t's technology that could revolutionise the way we use mobile phones, with countless benefits for business as well as personal use, and Keighley and Bradford could be among the first areas in West Yorkshire to benefit from it.

5G – fifth generation – network technology is on its way, and with it, mobile phones are expected to see a huge increase in download speeds.

And it really could make a huge difference in many ways, with download speeds reported to be up to 20 times faster for mobile devices once the network is available.

Globally, it is likely to be worth trillions of pounds to businesses, and Barclays expect it to boost the UK economy by up to £15 billion by 2025.

EE and 3G UK recently revealed plans to upgrade three existing masts

in Keighley and Bradford to bring 5G coverage to the area. The plans have been welcomed in Keighley, with the town's MP and the manager of the town's business improvement district (BID), both stressing how much the new network could benefit businesses.

Paul Howard, manager of Keighley Business Improvement District, said the move would provide a huge boost.

"We welcome the roll-out of new technology that will be beneficial to visitors and businesses in Keighley town centre," he added.

"It will complement the investment we have recently made in free Wi-Fi technology aimed at keeping people connected while they work, shop or relax in the town centre."

And MP John Grogan, said: "It is exciting that the centre of Keighley could be one of the first places in West Yorkshire to benefit from 5G.



“ THE POSSIBILITIES  
COULD BE ENDLESS,  
IF YOU ARE READY FOR  
THIS ROLL OUT...



“Experts have told MPs that the sky is the limit about how 5G might benefit our economy and society, because of its capacity to handle more data and provide instant response times.

“It is about far more than individuals going online – transport, healthcare and manufacturing could all benefit.

“It’s also worth noting that Public Health England has concluded, based on a review of existing research, that 5G technology is safe as the exposure to radio waves will be within the international guideline levels – just as is currently the case with 4G.”

A recent report by Barclays claimed that a strong 5G network, which will be extended to other parts of the UK during the year, could boost Yorkshire’s economy by £1 billion by 2025.

Many smartphones currently operate using the slower, 4G technology.

EE say that the launch of 5G was “another milestone” for the UK.

“It will increase reliability and speeds and keep our customers connected where they need it most,” said a spokesman. “We’ll keep evolving as we move to one, smart network. We have an ambition to connect our customers to 4G, 5G or Wi-Fi 100 per cent of the time.”

There have been some concerns about risks to health, but the company refutes any suggestions of that.

“All wireless technologies are rolled-out under strict guidelines which are based on medical studies and reviewed on an ongoing basis,” said the spokesman.

“That includes all wireless technologies used globally and in the UK – 2G, 3G, 4G and 5G.

“There are strict rules on the amount of power that can be broadcast from a mobile site – governed by an organisation called ICNIRP.org, which acts as the health watchdog for the mobile industry. All 5G will be rolled-out within those guidelines.

“There are no proven health concerns around 5G – or other mobile technologies deployed within the health-oriented guidelines – and it’s important that the facts are explained so the public is informed and not misled.”

Tech giant Qualcomm, a leading player in the 5G revolution, says it will have a huge impact on businesses over the next 15 years.

The company says 5G could underpin up to £9.3 trillion worth of goods and services in industries such as retail, healthcare, education, transport, entertainment and many more by 2035.

It estimates it will generate up

£2.65 trillion in revenue by the same year, and support as many as 22 million jobs.

The company’s study, The 5G Economy, concludes that 5G will “catapult” mobile to become a “general purpose technology” on a par with electricity and the car. This, Qualcomm says, will have a transformational impact on the economy and many industries.

In its report, 5G: A Transformative Technology, Barclays says the new technology could supercharge the UK economy by up to £15.7bn per year by 2025.

But it warns that the opportunity could be missed if industry leaders don’t know enough about the benefits of investing in the technology.

It states: “The extreme speed that 5G can bring to businesses will create extensive machine-to-machine communications, innovations in artificial intelligence, large scale Internet of Things (IoT) and data rates 20 times faster than 4G.

“The possibilities could be endless, if you are ready for this roll out. There’s no question that awareness needs to be raised across businesses to ensure they can maximise the commercial benefits as this becomes accessible.”

#### What is 5G exactly?

It’s the next - fifth-generation of mobile internet connectivity promising much faster data download and upload speeds, wider coverage and more stable connections.

It’s all about making better use of the radio spectrum and enabling far more devices to access the mobile internet at the same time.

#### What will it enable us to do?

Anything we do with our smartphones now, we’ll be able to do much faster and much better.

And for many experts, it is all the new services that 5G will allow to happen that are truly exciting.

#### So how fast could it be?

The fastest current 4G mobile networks offer about 45Mbps (megabits per second) on average, although the industry is still hopeful of achieving 1Gbps (gigabit per second = 1,000Mbps). It’s been estimated that 5G could achieve browsing and download speeds about 10 to 20 times faster, which would allow you to download a high-definition film in a minute or so.





# Develop your workforce with Traineeships

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# Who are Qube Learning?

With over twenty years' experience in the education sector, Qube Learning is an Ofsted grade 2 training provider that specialises in:

- Pre-employment courses
- Traineeships
- Apprenticeships
- Short courses
- E-learning

We pride ourselves on working with recognisable brands, from Sainsburys to GSK, and we deliver a range of training and qualifications to various industries, including:

- Business Services
- Care
- Healthcare
- Leadership & Management
- Logistics
- Retail
- Warehousing

From educating jobseekers with the skills required to succeed in gaining employment through to working with students on their completion of a Degree Level Apprenticeship - Qube Learning will provide support to both employers and students at all stages of their journey.

**Join us at the Qube Learning Kick Start Centre, located in Bradford Town centre to discover all of the services and training we have available to those who are both employed and unemployed.**

The Kick Start Centre supports the unemployed via numerous methods including CV building workshops, ICT courses and Functional Skills in English and Math. Once students reach a certain stage of learning - whether that be as a result of attending our Centre or other means - we will work with them and potential employers to find a suitable employment opportunity.

A perfect initial employment opportunity for many of our students is a 'Traineeship'. A Traineeship is a government funded education and training programme with a work placement that is focused on giving young people the skills and experience that employers are looking for. A Traineeship can be viewed as a pre-Apprenticeship placement that is unpaid and requires no contract of employment. A perfect way to introduce those to the world of work and a perfect opportunity to for employers to develop their workforce, bringing fresh new talent in to the business.

## What do Traineeships include?

At its core is work preparation training, English and maths and a high quality work experience placement.

Our Traineeships can last from 7 to 12 weeks and include:

- Work preparation training
- English and maths support (if required)
- A work experience placement of 7 to 12 weeks with an employer

In addition to these core elements, we can work with employers to add additional content to meet the needs of the business.



## Traineeships



## Apprenticeships



**For more information**  
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or visit [www.qube-learning.co.uk](http://www.qube-learning.co.uk)





# OPENING TO ALL

## NAYLOR WINTERSGILL'S LATEST EXPANSION GIVES NEW OPPORTUNITIES FOR A BUSINESS PROUD OF ITS BRADFORD ROOTS



“

WE'RE INCREDIBLY PROUD OF OUR BRADFORD ROOTS AND OUR CORE TEAM AND OUR HEADQUARTERS WILL REMAIN AT CARLTON HOUSE



It's a company that has been a business fixture in the heart of Bradford for more than 100 years, and it is now an integral part of the city's close-knit business community.

Naylor Wintersgill is now the largest firm of chartered accountants in Bradford city centre, and continues to grow as a business.

Its recent expansion into Leeds is part of that ongoing evolution, and gives the firm access to further opportunities in the growing Leeds City Region financial services market.

But first and foremost, it is a firm that is proud of its Bradford roots – and recognises the importance of giving back to the community it thrives in.

Managing director Victoria Wainwright said: “Opening a second city centre office is all part of the Naylor Wintersgill evolution and complements our wider business strategy.

“We're incredibly proud of our Bradford roots and our core team and our headquarters will remain at Carlton House.

“Having a base in Leeds – and in the city's established financial quarter – allows us to offer our team even more opportunities in our neighbouring city and be better connected across the region, particularly with ongoing developments to rail travel.”

The origins of the Naylor Wintersgill in Bradford city centre date back to 1917 and the company is proud to have been part of the close-knit business community here for more than 100 years.

“Bradford is one of the key factors in our continued success and we see the local community here in the city as the ideal place to discover our future leaders who will drive forward inclusive,” said Victoria.

In 2006, the firm firmly showed its belief in Bradford by investing £1.5m in buying and fitting out its current head office in the heart of the city centre on Grammar School Street.

Several directors are involved with a number of roles within the local community and hold Honorary and Board positions with business organisations, local charities and in the professional community, and Victoria recently took on the role of vice-president of the Bradford Chamber of Commerce.

“We feel extremely positive to be part of an incredible number of

influential people representing the business community here and with so many organisations having the determination and passion to do great things and drive inclusive growth for the city, we are very optimistic that Bradford as a place to do business will continue to improve,” she said.

Talking about the optimism for growth in the region, Victoria said that in 2018, Barclays Bank designated Bradford as the best place to start a business.

“We believe that Naylor Wintersgill is able to play an important and active role as a trusted business advisor to those choosing to start their business journey here. By supporting business growth, we can unlock the potential of the city.”

But one of the key challenges facing the region is a growing skills gap, she said, and that was something the company was working hard to address in a number of different ways.

“This is why we are proud to sponsor and actively support Bradford Manufacturing Weeks for the second year. This unique event showcases the district's strength and depth of manufacturing to inspire and educate young people about the opportunities for a fulfilling and rewarding manufacturing career.”

With Bradford being the youngest city in the UK in terms of population, Victoria said there was a reservoir of incredible potential for businesses to tap into.

“We know there is a fantastic workforce with a very strong skill set to utilise. We regularly engage with local recruiters and training providers to make recruiting locally as easy as possible and we are extremely proud that over 90 per cent of our workforce are employed from the local community,” she said.

“Being the youngest city makes Bradford the perfect place for local businesses such as ourselves to harness the talents of really bright, dynamic, and enterprising young people that have a lot to offer.

“We are proud to have been running an apprenticeship programme at Naylor Wintersgill for more than 27 years and believe that this allows us to grow and develop the future business leaders who have the abilities to make a difference. Ensuring job opportunities for young people locally is key to addressing the skills gap in our sector.”

And Victoria knows better than most just how important the



apprenticeship scheme, which recruits at least two individuals every year, is. She herself started her career with the firm as the very first apprentice Naylor Wintersgill took on.

She said the company was firmly committed to supporting and engaging with the community, particularly in helping young people to flourish.

“Whatever background, whatever challenges that are faced, we believe there is a bright future for young people in Bradford and we are passionate about investing our time and resources into initiatives which have a direct impact on these young people,” she said.

The company is one of the first businesses locally to engage with TutorMate – a pioneering remote online reading programme which is helping young students in Bradford learn to read and improve literacy outcomes.

Over the last academic year, Naylor Wintersgill recorded more than 92 hours of volunteer time with over 150 reading sessions taking place through the platform to support the company’s reading buddies from Westminster C of E Primary Academy in Bradford.

“The class teacher there has reported that on average the students have on average, progressed two reading levels during their involvement in the programme and she has seen an increase in confidence and both verbal and written communication skills,” said Victoria.

“This is such a meaningful way for our team to give back and it’s become the highlight of their working week!”



There is a strong belief that every one of the more than 60 people who work for the company are its most important asset and a big part of its success.

“Each and every member of our team is key to the overall success of Naylor Wintersgill. We value and respect our colleagues for their honesty, their integrity and their accountability,” said Victoria.

“As our most important asset, we nurture and encourage the natural talent of every team member. By investing in their ongoing development, our team achieve personal recognition as highly professional and trusted individuals – an integral part of our ongoing success.”

Staff are encouraged to develop by doing charitable and voluntary work, she said.

“Our team has to know why they’re working so hard and so for us, it’s really important that we have a strong focus on communication,” Victoria added.

“We are also committed to looking at ways in which we can promote an inclusive working environment for all employees and one that supports good mental health. We have recently signed the Charter for Employers who are Positive about Mental Health, as part of the MINDFUL EMPLOYER initiative.”

The company was approved as a chartered accountancy training office in 1996, and since then has established itself as one of the pre-eminent training practices in the area.

“We currently have 10 team members studying for a number of professional qualifications with us across different areas of the firm,” said director Colin Whitehead, who is head of Student Training.

“Every single one of our colleagues has the opportunity to engage in additional learning opportunities and skills training and we regularly hold in-house training sessions as part of our development hub. A number of our senior team members also take on mentoring roles as part of our training centre.”

Colin went on: “We pride ourselves on our people and the skills, knowledge and technical ability we are able to develop within our team. This is crucial to our role as trusted business advisors to all our clients and the long-term success of Naylor Wintersgill.”

Looking forward, Victoria said the firm now has a client portfolio of more than 3,300, mostly owner managed businesses and personal tax clients, ranging from small businesses to multi-million pound turnover companies.

She stressed that the core team will remain in central Bradford and at the heart of the business community in the city.

“With 9,000sq ft of floor space at our head office at Carlton House, there’s still plenty of room to ensure our continued growth across the region has its roots in the district,” she said.

“With the rate of change in technology and business ever increasing, we believe that our role as trusted business advisors continues to grow and develop in order to fulfil the needs of our clients, now and in the future.

“With Making Tax Digital for VAT now up and running and the rise in the use of online cloud-based accountancy software packages and digital accounting, we’re investing heavily in training our teams and upgrading our IT equipment to ensure we are able to offer the very best service to our clients.”

Victoria said they were also looking at growing the tax solutions it offers, and expanding services offered to clients, including in-house HR.

“Bradford is still our home and our strong standing and profile within the city and the wider district will remain,” she said.



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# LOCALiQ





FLEXIBLE

WORKING

## HOPE PARK IS AT THE FOREFRONT OF A NEW WAY OF WORKING WHICH PROMOTES FLEXIBLE AND SHARED OFFICE WORKSPACES



**F**lexible work spaces are becoming increasingly popular. A combination of uncertainty around the effects of Brexit and a desire for firms to have more control of overheads and to operate in a more agile and lean way in a changing market has seen big increases in the number of offices that are serviced and offer shared spaces.

The trend also reflects an increasingly different way of people working, with less rigid commitment and the increasingly co-operative way in which many SMEs (small and medium enterprises) work.

One Bradford organisation, Hope Park, is at the forefront of this increasingly flexible way of renting physical – and now virtual as well – workspace.

Set up in 2008, Hope Park is a pioneering and visionary project that raises money for a national charity that helps struggling children in the UK.

TLG (Transforming Lives for Good) decided to take on the two-acre development at City Gateway as its flagship headquarters, and the charity's founder and CEO Tim Morfin came up with an innovative idea to create a business centre and to make money for the charity at the same time.

Through Yorkshire social enterprise funding, the Hope Park Business Centre was created, and its success saw it quickly double in size to offer workspaces for more than 30 businesses – and at the end of 2017, a second serviced office centre was set up on Rooley Lane.

“The growth of Hope Park Business Centre means that more money is being sown into the charity and in turn is changing lives and helps struggling children across the UK,” said Daniel Bullen, Business Developer at Hope Park.

The business ethos of Hope Park, which operates as a social enterprise, is undoubtedly strongly influenced by its partnership with the charity.

Daniel said: “We understand that your workplace is more than four walls. We’re passionate about creating an environment that not only feels like home but helps your business to achieve more.

“We believe that business is more than just number crunching. It’s about doing something significant, something that matters and something that leaves a mark on the world.

“All the profit we make goes back into investing in the futures of

struggling children across the UK. We’re not looking to cram our own pockets but sow deep into young lives. By sharing our space, our tenants do too.”

But he stressed that they were still very much about helping businesses to succeed in a competitive market as well.

“We are here to set up businesses to win. We work to a standard of excellence and take care of all the services and maintenance that would normally cost your business time, money and resource,” he said.

Companies were increasingly finding it difficult to survive because of variable costs including utilities, internet rental, service charges, maintenance, and call out costs, as well as issues with long term office leases which were unforgiving during lean trading period.

“Our model is to keep it clear and simple. We don’t ask for large deposits or for long term commitments, we offer flexible shorter term (usually 12-month) licences to spare companies of risk,” Daniel said.

“We supply superfast internet shared or dedicated – and have just had a one-gig line installed with failover capabilities. There is onsite parking, furniture, all service charges and utility bills, office cleaning, we take care of the maintenance and upkeep of the building through our brilliant team who are on site every day, reception service is also provided in the price, and mail handling.

“We even include free milk, tea, coffee and sugar. This allows businesses an easy and cost-effective move in with scalability within the centre to grow their businesses.”

Hope Park has also recently branched out into offering virtual offices, which allowed new businesses to set up from home with the benefits of physical address.

“This allows start-ups, sole traders and freelancers who work from home to have a prestigious business address for their company, without the actual cost of an office,” said Daniel.

The popularity and growth of serviced and shared workspaces reflects a change in attitudes around the business world.

“There is a reason why there has been a huge global shift from conventional ways of procuring an office to serviced offices – people don’t just work behind four walls,” Daniel said.

“They want to be in a productive



“ WE BELIEVE THAT BUSINESS IS MORE THAN JUST NUMBER CRUNCHING. IT’S ABOUT DOING SOMETHING SIGNIFICANT...”





and collaborative atmosphere which we encourage. That's why you'll often find our tenants mingling in the shared kitchen spaces, breakout spaces or our onsite independent coffee shop, Sugar Snap Kitchen which serves amazing coffee and great food for breakfasts, lunches and meetings. Sugar Snap is also a social enterprise which helps people get into permanent employment."

Key to that change was the increasing desire for flexibility from modern businesses.

"It's getting more and more difficult to forecast your business future, especially in the UK. Scalability is more important now than ever, so the flexibility of a place that scales with the strains and success of your business means that you never have to fear long-term looming costs."

Daniel is very positive about the firm's location in Bradford and says it has been a factor in attracting businesses.

"Bradford has always been a fantastic place for business, and recent surveys that have found it to be the best place in the country for start-ups won't be a surprise to its resident businesses," he said.

"The combination of excellent motorway links to surrounding cities and its proximity to other key cities in

the region has meant that we are finding more and more companies looking for high quality flexible space in our area.

"Our location means you can cast your recruitment net not only in Bradford but to the surrounding cities of Leeds, Huddersfield, Wakefield, Halifax, Sheffield and Manchester."

The growth of the district is something that new managing director Michelle Johnson is also keen to stress.

Michelle has enjoyed a successful career managing a commercial property portfolio spanning all of the UK and Europe. She was born and bred in the area and lives in Oakworth.

She believes her experience will serve Hope Parks clients whilst leaving a lasting legacy for future generations through the financial return to the TLG charity.

"I'm very passionate about Bradford, and I'm thrilled to be a part of Bradford's growth and rejuvenation," she said.

"Rather than line corporate shareholders pockets, I want to bring my expertise to help attract businesses and grow the economy in the region, whilst helping to change lives through the work I do with Hope Park."

“

BRADFORD HAS ALWAYS BEEN A FANTASTIC PLACE FOR BUSINESS, AND RECENT SURVEYS THAT HAVE FOUND IT TO BE THE BEST PLACE IN THE COUNTRY FOR START-UPS WON'T BE A SURPRISE TO ITS RESIDENT BUSINESSES



Let's put our intelligence to work for you.

## ABOUT

It's our mission to simplify local marketing and provide businesses with a smarter way to reach customers. As digital marketing becomes more complex, LOCALiQ empowers you with unique insights for your business, helping you know exactly what works.

Whether you want to build presence, drive awareness, connect with your audience or manage leads, we offer a range of digital solutions easily tailored to the needs of your business. From custom-built websites and search engine optimisation, to social media and search engine advertising, LOCALiQ will provide you with unrivalled expertise and experience.



## WHAT WE OFFER

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## **The Influential 100**

### **Celebrating 100 Most Influential British Muslim Leaders**



The Influential 100 aims to celebrate the work of successful British Muslims who are contributing to the prosperity of Britain and have become an integral part of British life, leading from the front.

The event will be joined by over 1000 prominent professionals, entrepreneurs, sports personalities, diplomats and international figures at a star-studded and prestigious 'Black-Tie' Inaugural Gala Dinner to be held on Friday 20th September 2019 at HQ Banqueting.

British Muslims contribute over £31 billion to the UK economy and wield a spending power of £20.5 billion. There are over 10,000 British Muslim millionaires with liquid assets of £3.6 billion and at least 15 British Muslims have been listed in the Sunday Times Rich List.

Supporting the Influential 100 Gala Dinner will offer your business a competitive edge with valuable potential benefits; enhancing your brand awareness, raising your regional profile, supporting new market positioning, promoting your product or service and generating new business development opportunities.

I will be happy to discuss sponsorship packages and corporate tables with you to suit your requirement and budget.

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A STRONG BRADFORD HERITAGE

# MITTON GROUP



**M**itton Group was first established in Bradford back in the early part of the 20th century, and as a Bradford-based business, we believe strongly in the future potential of our city. We are proud to stand alongside blue chip companies like Morrisons Supermarkets, Yorkshire Building Society and Provident Financial as businesses calling this culturally diverse city our home.

We began our history by providing professional mechanical services to both domestic and commercial customers in Yorkshire. Today, Mitton Group is one of the UK's most respected building services specialists, bringing together a unique mix of mechanical and electrical contracting, aftercare, energy management and facilities management capabilities, serving a nationwide client base.

## How we do it

Our business is based on commitment to excellence in all areas. We provide safe, compliant and innovative services that exceed our customers' requirements, with the focus on energy efficiency and sustainability. We invest continuously in our infrastructure and in our people, developing individual skillsets through training and education. Most importantly, we work closely with our customers to develop solutions that match their aspirations.

A Bradford-based business employing Bradford people Mitton Group now employs more than 400 people, working from service centres across the UK, with 25 per cent of the total workforce located in Bradford at our national HQ on Cleckheaton Road in Low Moor.



WE HAVE BEEN A BUSINESS WITH A BRADFORD HEADQUARTERS FOR DECADES, AND SEE OURSELVES AS ONE OF BRADFORD'S KEY EMPLOYERS

## What we do

Mitton Group operates three divisions. Our Contracting division is responsible for the design and installation of mechanical, electrical and building management systems, from small contracts to large multi-million pound, multi-site projects.

Aftercare supplies professional service solutions including preventive maintenance and emergency call out facilities, and incorporates our specialist TotalCare arm providing routine facilities management services such as minor building repairs. Our Energy division is responsible for the remote monitoring of equipment and the analysis of energy data, and now operates one of the largest building management networks in the country.

Our customer base includes some of Bradford's leading names including Morrisons Supermarkets and Bradford City Football Club. We remain committed to local sourcing where possible, and we operate an active apprenticeship programme which aims to provide real opportunities for the young people of Bradford.

"Bradford Means Business is a concept we can identify closely with," stated Director Jonny Knowles. "We have been a business with a Bradford headquarters for decades, and see ourselves as one of Bradford's key employers. Bradford is already the fifth largest economy in the Northern Powerhouse, home to more than 17,000 successful businesses. Let's build on that!"



# WORKING FUTURES



**T**he incredible success of the first Bradford Manufacturing Week has led to plans for an event that is aiming to be twice as big this year.

Young people from across the district enjoyed a total of 3,000 work experiences within manufacturing at last year's event.

Now organisers have decided to extend it over two weeks this year – with a view to doubling the involvement of manufacturers from the district, and to reach three-quarters of schools, substantially increasing the work experiences for pupils.

Led by Bradford Chamber and delivered in partnership with school and career specialists Aspire-igen, with primary sponsorship from Barclays, the event has already seen more than half of the district's schools sign up.

Nick Garthwaite, former president of Bradford Chamber, chairman of the Bradford and Airedale Manufacturing Alliance (BAMA) and managing director of international chemicals and detergents manufacturer Christeyns came up with the vision for Bradford Manufacturing Weeks and remains one of its driving forces.

Events planned for this year's two

“ LAST YEAR, ONE WEEK IN BRADFORD CREATED 3,000 MANUFACTURING EXPERIENCES FOR LOCAL YOUNG PEOPLE FROM WORK PLACEMENTS AND FACTORY TOURS TO WORK EXPERIENCES AND BARCLAYS LIFE SKILLS WORKSHOPS

## BRADFORD MANUFACTURING WEEKS IS BACK TO CONNECT SCHOOL PUPILS WITH FUTURE EMPLOYMENT OPPORTUNITIES



weeks, which runs from October 7-18, include a new Apprentice Live panel offering pupils the chance to quiz local apprentices, Qs & As with manufacturers and a series of 'getting to know you events' for schools to network with employers as well as the popular manufacturer tours, work placements, work experiences and careers workshops.

Nick says the initiative is already strengthening employer and school relationships.

"Last year, one week in Bradford created 3,000 manufacturing experiences for local young people from work placements and factory tours to work experiences and Barclays Life Skills workshops," he said.

"In 2019, by doubling our targets, we want to create 1,000 tours, 600 work experiences, 200 panel participants, deliver 4,000 in-school

activities and involve at least 80 manufacturers and 40 local schools.

"These partnerships are the best ways of getting young people to see for themselves the exciting and progressive career opportunities our district presents in the most diverse – often hidden from view – local businesses.

"This initiative is also about raising awareness of apprenticeships and by improving communication between schools and manufacturers and showing just what an innovative industry this is, we believe we can attract the right talent into apprenticeships and create a strong, skilled employee base for our growing manufacturing sector."

It was recently announced that 29 of 45 secondary schools have now signed up.

Nick said it is critical that local manufacturers sign up to match



interest from the schools and ensure there are enough experiences for local students in manufacturing.

“We have had a phenomenal response from schools and it is so encouraging to have the appetite to get pupils into local manufacturing environments.

“But for this initiative to work, we need to at least match the schools involved with willing manufacturers, so we’re urging employers to register their interest so we at Bradford Chamber can get in touch and make these connections and experiences happen,” he said.

The schools themselves say the event is hugely important, and not just for pupils, but for the teachers, too.

Jo Sykes, assistant headteacher from Parkside School, Cullingworth, said last year’s event inspired many of the school’s students from as young as Year 7 upwards and led to an ongoing partnership for their school with GESIPA, manufacturers of blind rivets and associated products.

Jo said: “Schools are being measured on how well they meet the Gatsby Benchmarks, a framework of guidelines that define the best careers provision in schools and colleges.

Bradford Manufacturing Weeks will help us and other schools to meet these benchmarks, specifically Gatsby 5 ‘encounters with employers and employees’ and Gatsby 4 ‘linking curriculum to careers’.

“Not only does Bradford Manufacturing Weeks open student’s eyes into the world of manufacturing but it also opens the teachers’ eyes too. It helps us to relate to the world of business and manufacturing in the classroom and make our curriculum content more relevant and connected to the outside world.”

The companies involved also took a lot from the event last year.

Dave Calder, site manager of water and paper treatment chemical manufacturer Solenis said: “During 2018, our teams really got involved; hosting work experience opportunities and site tours to over 230 students.

“By giving young people the experiences and the knowledge, it ignites their interest and enables informed decisions about pursuing a career in this sector. It also helps us to secure a talent pipeline for years to come.

“We have just finished our annual apprentice recruitment and it was pleasing to see that many applicants had come to the site previously, through our Science Lab, work experience programme and/or





Bradford Manufacturing Week 2018. This demonstrates how early engagement can attract young talent.

"If you are wondering whether to get involved or not, my advice is this: it's a brilliant opportunity to promote your site to your future employees. It's a win/win for all concerned."

And for those who work in the industry, it gives them the chance to help the next generation of young people come on.

Jonathan Watson, 19, is a Level Three Ext Diploma Maintenance Engineering apprentice at Keighley-based GESIPA and was involved in Bradford Manufacturing Week last year, showing pupils around the business.

He said: "When I was at school I didn't get the chance to experience the world of work and had to make up my own mind what I wanted to do."

"It's fantastic to be working for a company that is so involved in Bradford Manufacturing Weeks because now I can help this next generation of apprentices to sample the fantastic opportunities I'm having which I hope will inspire and encourage them to consider a career in manufacturing."

Support for Bradford Manufacturing Weeks 2019 has already been pledged from manufacturers including Carnaud Metalbox, Acorn Stairlifts, Solenis, Express Steel Panels, TF Automation, Kemira Chemicals and GESIPA and is backed with further sponsorship from E3 Recruitment, Mitton, Gordons LLP, Naylor Wintersgill, Leeds and

Bradford Airport, global training provider Dale Carnegie and the University of Bradford.

The event will complement the Leeds Manufacturing Festival, an initiative co-ordinated by Leeds Chamber of Commerce and Leeds Manufacturing Alliance which also aims to showcase career opportunities to young people.

Nick Garthwaite added: "The buy-in for 2019 from schools is already exceeding all of our expectations so we must rally together as a manufacturing community and make sure our doors are wide open this October."

"The future of our young people really is in our hands and with the support of the incredible teams at Bradford Chamber and Bradford Manufacturing Week facilitators Aspire-igen who are partnering schools with businesses and managing the red tape for us, we can bring schools and manufacturers together to continue to make a difference to our district's young people and our own employee pipeline."

To be a part of this year's Bradford Manufacturing Weeks go to <https://bradfordmanufacturingweek.co.uk/manufacturers/get-involved>.

For more information log onto [www.bradfordmanufacturingweek.co.uk](http://www.bradfordmanufacturingweek.co.uk) or contact the team at Bradford Chamber on 01274 206660 or email [bmw@wnychamber.co.uk](mailto:bmw@wnychamber.co.uk).

For regular updates follow @Bradfordmfg on Twitter.

“ THE BUY IN FOR 2019 FROM SCHOOLS IS ALREADY EXCEEDING ALL OF OUR EXPECTATIONS SO WE MUST RALLY TOGETHER AS A MANUFACTURING COMMUNITY AND MAKE SURE OUR DOORS ARE WIDE OPEN THIS OCTOBER ”







# CHRISTEYNS

Award winning manufacturer at the heart of the community. Developing innovative, sustainable solutions for the laundry, food and beverage production, professional hygiene and construction chemical industries.



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# OPENING THE DOOR FOR NEW TALENT

WE TALK APPRENTICESHIPS WITH SOME OF THE RECENT RECRUITS AT BRADFORD BASED CHRISTEYNS



According to the Department for Education, there were 285,000 apprenticeship starts recorded in England between August 2018 and March 2019 for the 2018/19 academic year.

Apprenticeships offer young people the chance to earn while they learn and work towards recognised qualifications and training needed to succeed in a chosen industry. Those opting for this route enjoy a varied, hands-on experience with the chance to learn directly from others already in the industry.

At chemical manufacturing specialist Christeysns, apprenticeships are very much a part of the business structure and play a crucial role in taking the company forward. "Our apprenticeship scheme is key for succession planning, identifying and growing talent to fill leadership and business-critical positions in the future. This helps to keep the business at the top of its game," states works manager Neville Kildunne who facilitates the programme.

There are currently 10 apprentices working through one and two year programmes at Christeysns and the search is on for two more to join their award-winning scheme this summer.

We chatted to current apprentices Hena, Lucy, Jordan and Adam to find out more about their experiences.

## What did you expect from an apprenticeship in general?

**Lucy:** I'll admit I was unsure of what to expect but was pleasantly surprised by the scheme Christeysns were offering and was eager to be a part of it.

**Adam:** From an apprenticeship I just expected to be the helping hand and perform only admin tasks.

## What did you get from your apprenticeship at Christeysns that you didn't expect?

**Lucy:** I was highly surprised by the amount of respect and involvement in the company we received. It is clear that apprentices are highly valued, the same as every single member of staff throughout the company.

**Adam:** From this apprenticeship I have been able to work in places and pick up valuable knowledge that I thought I would never get the opportunity to do.

**Hena:** I didn't expect the company to take me on a trip to company headquarters in Gent in Belgium.

**Jordan:** I have been able to experience working in all the departments, understanding how the whole business works. This has helped me decide which career path I wanted to take. When asked what they liked best about the apprenticeship scheme, all four commented that they enjoyed the variety and different experiences from working across all the business areas in the company, constantly being challenged and learning new skills.

## What is the most valuable thing you have learnt from this apprenticeship?

**Hena:** The most valuable thing I have learnt at Christeysns is that our customers are key. Without customers, our business wouldn't run.

**Adam:** Communication skills are so important and how people can perceive scenarios differently. While both Lucy and Jordan said that finding the role and career they wanted to pursue was the most valuable thing.

## And any advice for others looking for an apprenticeship?

**Hena:** I really recommend an apprenticeship program especially for those who don't know what they want to do in the future. Look for one that is structured so that you can spend enough time in all the different areas.

**Jordan:** Take time to research different types of apprenticeship and the company. If given any opportunity, speak to past apprentices to get a better insight into what the apprenticeship will be like.

**Adam:** Always show an interest! Look for an apprenticeship with lots of detail and the more qualifications the better. Don't be shy and apply.

Finally, we asked each of them for one word to sum up their experience as an apprentice at Christeysns to date. These were the answers we received: Adventurous. Enterprising. Exceptional. Astounding. You can't get a better recommendation than that.

Check the government apprenticeship website for apprenticeship vacancies at [christeysns.gov.uk/apply-apprenticeship](http://christeysns.gov.uk/apply-apprenticeship).

To put questions to current apprentices, visit Apprentices Live during Bradford Manufacturing Weeks, October 7-18 2019.





# PACKING CHANGES



“

BECAUSE WE MAKE  
MOST OF THE FRESH  
FOOD WE SELL,  
WE'RE IN AN IMPORTANT  
POSITION TO MAKE  
CHANGES TO OUR  
PACKAGING

For an increasing number of people, the issue of throwaway plastics and their growing impact on the environment is a growing cause for concern.

Every single day, a staggering eight million pieces of plastic are dumped into our oceans, and it is estimated there are around 270,000 tonnes of it floating around in the sea around the globe.

It's an issue that businesses are now starting to respond to, and Bradford supermarket firm Morrisons is among those leading the way in tackling it.

Thanks to a number of pioneering initiatives, it reduced plastic use by around 9,000 tonnes over the last 12 months, and it was recently named the winner of the environmental sustainability award at the prestigious Responsible Business Awards.

But it is determined to do more and have a real impact on an issue that has become increasingly important to the public.

Morrisons chief executive David Potts said: "Reducing the damage caused by plastic is one of the most challenging issues society can address.

"Because we make most of the fresh food we sell, we're in an important

position to make changes to our packaging."

Over the last 18 months or so, that has included removing the 5p plastic bag, introducing paper bags, trialling plastic-free fruit and veg areas in some stores, removing expanded polystyrene packaging from all of its own brand groceries, allowing people to bring in their own containers for fruit and veg, and removing small plastic fruit and vegetable bags from greengrocery aisles and replacing them with paper bags.

The company is a founder member of the UK Plastics PACT, a collaborative commitment which joins up businesses and other stakeholders in the plastics system – including the Government, local authorities, environmental organisations, and the public – to ensure all plastic packaging will be recyclable, reusable or compostable. It's not just recently that the store has acted.

Since 2010, Morrisons has reduced the weight of packaging used across its Market Street counters by 50% – around 10,000 tonnes.

But the issue has been thrust into the spotlight in recent months, and the store is keen to lead the way with





initiatives to reduce the use and production of plastic.

Speaking after the company had won the Responsible Business Award, David Potts expanded on that.

“Our customers tell us that plastic reduction is their most important environmental concern,” he said.

“So in a company-wide effort for the last 18 months we’ve been working aisle by aisle to take out unnecessary plastic wherever possible.

“We are making meaningful steps to reduce the amount of plastic in our stores and we’re pleased to see that this is being recognised.”

The most recent of those was the introduction of plastic-free fruit and veg areas in many of its stores which should save three tonnes of plastic each week.

Customers will see an entire section of the fruit and veg department with no plastic, although there will be a neighbouring section where customers can still buy packaged veg if they choose.

When customers buy loose fruit and veg they can either take them through the checkout loose or bag them in Morrisons recyclable paper bags.

A 10-month trial in three of its stores, including Skipton and Guiseley, saw the amount of loose fruit and veg bought by customers increase by an average of 40 per cent.

Drew Kirk, fruit and veg director at Morrisons, explained more of the thinking that had brought about the initiative.

He said: “Many of our customers would like the option of buying their fruit and veg loose.

“So we’re creating an area of our greengrocery with no plastic where they can pick as much or as little as they like.

“We’re going back to using traditional greengrocery and we hope





“

IN ORDER TO BE  
SUCCESSFUL,  
MANUFACTURERS,  
RETAILERS, CUSTOMERS  
AND INDUSTRY EXPERTS  
NEED TO WORK TOGETHER

customers appreciate the choice.”

It is expected more customers will switch up the way they shop as the zones roll out with the new ‘buy bagless’ shelves estimated to save 156 tonnes of plastic a year.

The plastic-free areas are being rolled out in 60 Morrisons stores during the course of the year. Stores in the district to be included in the first phase of the initiative include Guiseley, Skipton, Idle and Hunslet.

The introduction of 20p paper carrier bags also proved popular with customers after being trialled in eight stores, including those in Skipton and Yeadon, and they are now available at all Morrisons shops.

They are made in Wales from paper from sustainably managed forests and are strong enough to carry heavy weights up to 16kg. The paper grocery bags, which can be reused and ultimately recycled, are labelled ‘Reusable Paper Bag’.

Removing expanded polystyrene packaging from all of its own brand groceries – which equates to around 90 million meat and fish trays and pizza bases every year – is set to have a significant impact on figures.

It will see 600 tonnes of polystyrene – which is not recyclable through kerbside collections and lasts for hundreds of years – removed. It will instead introduce cardboard bases for pizzas and frozen goods.

At its butchers and fishmongers, clear recyclable plastic trays will be used, which are made from recycled plastic bottles and can also be recycled.

Natasha Cook, packaging manager at Morrisons, said: “Polystyrene is a particularly difficult material to recycle – so we wanted to take it out of our products quickly.”

Morrisons has committed to all of its own-brand plastic packaging being reusable, recyclable or compostable by no later than 2025.

Asked about the situation going forward, a spokesman for the company said: “Every part of our business is working towards our 2025 objectives.”

But he stressed that it is not just companies like Morrisons that need to make changes.

“In order to be successful, manufacturers, retailers, customers and industry experts need to work together. That’s why we were a founding member of the UK plastics pact last year.”

When asked if the store could do more, the spokesman said: “We are going very fast as you can see from the initiatives we are introducing and they are already making a meaningful difference.

“However, we have objectives that go out to 2025, and we are working aisle by aisle, and product by product.”



# QUALITY CHOICES



Bradford's designation by the UK Government as one of 12 Opportunity Areas in England makes it clear that a key priority for the city and wider district in terms of unlocking the potential of its children and young people is working with partners from across the city to overcome the challenges they face in their everyday lives, and to raise educational standards and aspirations.

This will enable the city's children and young people, regardless of their background, to get the best start in life by giving them the opportunity to access a good education, and acquire the qualifications and skills necessary to have fulfilling, good quality and rewarding careers. This, in turn, will ensure that they realise their potential as the city's next generation of productive, highly-skilled people, who will drive forward Bradford's future growth.

As a business with strong links to the city, Provident Financial has a long history of community investment in Bradford, and has supported a number of organisations and initiatives which seek to address key barriers to social inclusion and help people overcome them. In particular, it has worked with a number of partners to help raise educational standards and promote social mobility for children and young people in Bradford, many of which are supportive of the Opportunity Area initiative.

Provident Financial's purpose is to help put people on a path to a better everyday life.

Rob Lawson, Provident's head of sustainability, says: "This is primarily about helping our 2.4 million customers achieve financial inclusion by providing them with products and services that meet their particular needs and enable them to do the things they want to do in their lives."



## PROVIDENT FINANCIAL IS INVOLVED IN VITAL PROGRAMMES TO RAISE EDUCATIONAL STANDARDS AND PROMOTE SOCIAL MOBILITY



“IT’S ABOUT ENSURING PROVIDENT PLAYS A PART IN ADDRESSING OTHER ISSUES THAT MATTER MOST TO PEOPLE



“But it’s also about ensuring that Provident plays a part in addressing the other issues that matter most to the everyday lives of the people that live in the many communities we serve,” continues Rob. “Whether that’s by addressing issues such as money advice and financial education, working with local community partners on social inclusion issues that are relevant to them, or by supporting both children and adults in their education to help them secure a better future.”

Provident’s community investment activities are delivered through its company-wide Social Impact Programme, which delivers community investment activities under three workstreams which focus on addressing the vulnerability and wellbeing issues that affect its customers and colleagues, social inclusion and social mobility issues that are relevant to its customers and the communities in which it operates, and the educational needs of children and adults, particularly those that relate to literacy and numeracy.

And being a prominent employer in Bradford means that Provident has, for many years, supported a number of partners across the city on a range of education and employability initiatives. These have focused on enabling the children and adults in the communities it serves, including those that are close to its Bradford-based head office, to improve their levels of educational attainment and develop new skills so that they can have a better quality of life.

Over the past 18 months, this has seen Provident work with Bradford-based learning consultancy, Leading Children, to develop and deliver a literacy programme to 12 schools across the district. This programme combines the concepts of reciprocal reading and growth mindset, which helps to change their classroom culture into one that not only allows the children to learn the strategies they need to become good readers and increase their confidence and knowledge, but also enables them to develop a love for reading for pleasure.

This has been delivered to almost 1,000 students across Bradford and has seen many of them exceed the expected standards in reading and writing.

Provident has also supported the charity School-Home Support (SHS), a charity which provides personalised support to families to tackle the underlying barriers to successful

education and improve the life chances of children. Through this work, funding has been given for an SHS practitioner at the One in a Million Free School in Bradford to support a number of young people and their families. As result, 32 students were supported in 2018 on issues such as school attendance, poor housing and mental health, and through these interventions, more than half improved their school attendance.

The company also works with partners who are looking to address social inclusion issues at a national level. For example, Provident Financial is founding member and trustee of the Social Mobility Business Partnership (SMBP). The SMBP is a registered charity which works with Year 12 state school students from low income backgrounds, to enable them to access business, with a focus on showcasing how commercial departments work with their legal and finance teams to deliver their business strategies.

Through the programme, students attend a Work Insight and Skills week, spending a day at four different businesses and a fifth day at a professional sports club where they learn about the psychology of resilience and goal achievement models.

In 2018, Provident along with the other SMBP partners from across Bradford and Leeds, hosted 53 students through the Work Insight and Skills week. The students spent time taking part in workshops delivered by our corporate functions, including legal and corporate responsibility.

In addition to this, students also had access to support through the programme’s bespoke coaching platform. This platform allows them to draw on advice on writing impactful CVs and personal statements, completing university and job application forms and preparing for job interviews. Provident will be contributing to the 2019 Work Insight and Skills week in August.

Cathy Prior, who leads Provident’s education programme, said: “Through our work, we are not only helping to raise literacy and numeracy levels amongst children and young people in Bradford but, by introducing them to the world of work, we are building their aspirations and helping them to develop the skills and confidence they need to make good decisions about their future.”



# MEET THE BOSS



NIGEL BULLAS, MANAGING PARTNER AT BHP LLP CLECKHEATON, TALKS ABOUT WHY HE WOULD LIKE TO VISIT AUSTRALIA AND HOW HE STARTED HIS WORKING LIFE AS A MILKMAN...



**N**igel acts as a business advisor to a number of successful owner managed businesses and is a highly commercial individual. Outside of work, Nigel loves spending time with his family, taking part in most sports and following his beloved Huddersfield Town.

**Tell us about the day to day life of your job?**

My days are always varied, no two are the same and that's why I enjoy what I do.

**What excites you about your job?**

It may sound like a cliché but making a difference. I enjoy meeting clients and getting to know them and their business inside-out in order to help them in ways which really have impact and make a difference.

**What is the proudest moment of your career?**

It's got to be seeing the people that

I have taught, mentored and nurtured over the years, making it to the top.

**If you knew someone was wanting to get into your industry what advice would you give them?**

It's a great career choice but, like many things in life, you only get out of it what you put into it.

**What makes a good boss?**

Someone who would only ask you to do something if they were prepared to do it themselves.

**What is it you love about Bradford?**

The people and its diversity.

**What was the first job you had and how much did you get paid?**

When I was at school, I would work every Saturday and Sunday morning as a milkman. I can't remember how much I got paid but it wasn't a lot. I did really enjoy it though.



“ I WOULD LOVE TO VISIT AUSTRALIA BECAUSE I HAVE ALWAYS WANTED TO SCUBA DIVE ON THE GREAT BARRIER REEF



**What did you want to be when you were five?**

What every little boy probably says – a pilot.

**Who is your idol and why?**

I have a number of people who I admire and respect including my father and two brothers – both of whom have been extremely successful in their careers.

**Name four people dead or alive you would like to go to dinner with?**

Oskar Schindler, Winston Churchill, Tom Hanks and Muhammad Ali.

**What would you cook them?**

Beef stroganoff.

**Who is the best person to follow on Twitter and why?**

I am not very active on Twitter, but I do follow my beloved Huddersfield Town FC.

**Favourite book**

I love autobiographies and I recently read Arnold Schwarzenegger's *Total Recall – My Unbelievably True-Life Story*. He is very determined and driven which is why he has been and continues to be very successful in a number of careers.

**Best holiday you have ever been on and why?**

I have visited some great places, but the best holidays in my opinion are the ones where all the family come along.

**The one place on earth you have always wanted to visit and why?**

I would love to visit Australia because I have always wanted to scuba

dive on the Great Barrier Reef.

**What do you do to unwind after a long day in the office?**

Whatever it is, it usually involves a tippie!

**What one thing could you not live without?**

Air!

**Who would play you in a film of your life?**

Richard Gere. And in another life, I would be one of my dogs – what a life they have!

**What would your superpower be?**

Invisibility.

**If you were stranded on a desert island and you could have a luxury item what would it be?**

My toothbrush.

**What is your happy song?**

*Africa* by Toto.

**If you could retire tomorrow what would be the first thing, you'd do**

Go to Australia.

**Tell us a joke**

Yesterday I saw a guy spill his scrabble letters on the road I asked him "what's the word on the street?"

**What is the craziest thing you have every done for charity?**

It's not very crazy but once I grew a beard and it wasn't a pleasant sight!

**If we gave you cheque for £1,000 which charity would you donate it to?**

Macmillan Cancer Support because they do a wonderful job in the most difficult of circumstances.

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**2 North Parade, Bradford, BD1 3HT**

Prominent city centre retail premises with A2 planning consent.

**RENTAL: £17,500 per annum exclusive**

**FOR SALE: £175,000**



**Forward House, 8 Duke Street, Bradford, BD1 3QX**

Substantial refurbished office accommodation extending over ground and first floor levels providing approx. 1,559 sq.m (16,783 sq.ft)

**RENTAL: £75,000 p.a. exclusive**



**Jade Building, Albion Mills, Greengates, BD10 9TQ**

Third floor office accommodation of approximately 366.96 sq.m (3,950 sq.ft)

**RENTAL: £8 per sq.ft exclusive**



**Shire House, Harris Street, Bradford, BD1 5HQ**

Modern high spec office building with on site car parking plus excellent visibility and communications. From 398.14 sq.m (4,288 sq.ft) to 879.72 sq.m (9,471 sq.ft)

**RENTAL: On application**



**Ambler Mill, Valley Road, Bradford, BD1 4RP**

Third floor office accommodation within an historic Grade II listed building of approx. 978.08 sq.m (10,528 sq.ft)

**RENTAL: On application**



**Unit 4 Parkside Centre, Keighley Rd, Bradford, BD9 4JR**

Retail unit extending to 117.34 sq.ft (1,263 sq.ft) situated in a prominent neighbourhood retail scheme anchored by Sainsburys Local.

**RENTAL: £18,500 p.a. exclusive**



**Former Beacon Hotel, Reevy Road West, BD6 3LH**

Residential development opportunity, subject to planning consent, extending to approx. 0.32 hectares (0.79 acres)

**PRICE: On application**



**Former Mount Nursing Home, 43 Lister Lane, BD2 4LP**

Former nursing home constructed in 1864 providing 30 bedrooms with dining room/lounges etc.

**FOR SALE: Offers in the region of £650,000**



**The Old Vic Public House, 56 Park Lane, Bradford, BD5 0JW**

Substantial public house premises of approx. 623.92 sq.m (6,716 sq.ft)

**FOR SALE: Offers in the region of £300,000**



**3-5 Oak Lane, Bradford, BD9 4NA**

Former banking premises suitable for a variety of uses (subject to planning). Approx. 280.41 sq.m (3,018 sq.ft)

**FOR SALE: £250,000**



**Commerce House, 24 Kirkgate, Bradford, BD1 1QL**

Former banking hall with planning granted at ground floor for A1- A4 & conversion of upper floors to 5 appts.

**FOR SALE: OIRO £495,000**

**RENTAL: £45,000 p.a. exclusive**



**Royal Chambers, Upper Piccadilly, Bradford, BD1 3PE**

Newly refurbished 3rd floor office suite within attractive Grade II listed building of approx. 365.11 sq.m (3,930 sq.ft)

**RENTAL: On application**



**Unit 9, Cutler Heights Business Park, Bradford, BD4 9JU**

Newly constructed industrial/warehouse unit of approx. 1,894 sq.m (20,390 sq.ft)

**RENTAL: On application**



**Fifty Five, Well Street, Bradford, BD1 5PS**

Fully refurbished office building providing self-contained office suites on 5 floors. Each floor approx. 267 sq.m (2,870 sq.ft). Total floor area 1,326 sq.m (14,284 sq.ft)

**RENTAL: On application**



**Unit 6, West Yorkshire Fellmongers, Valley Road, BD1**

New single storey industrial/warehouse with car parking, yard & offices providing warehousing of 1,062 sq.m (11,431 sq.ft) & offices of 462 sq.m (4,973 sq.ft).

**RENTAL: £75,000 p.a. exclusive**



**Porsan House, Young Street, Bradford, BD8 9RE**

Showroom premises of approx. 1,236.17 sq.m (13,306 sq.ft) plus offices of 282.24 sq.m (3,038 sq.ft)

**RENTAL: £45,000 per annum exclusive**

# Historic help

EDDISONS – 175 YEARS OF  
HISTORY AND STILL GOING  
STRONG IN BRADFORD!

“

WE HAVE AN  
EXPERIENCED AND  
HIGHLY SKILLED  
TEAM WITH A STRONG RECORD  
IN SELLING, ACQUIRING  
AND LETTING A VARIETY OF  
INDUSTRIAL/COMMERCIAL  
PROPERTIES



Eddisons has been at the heart of the Bradford property market and with the vast experience within the team and access to unrivalled service lines/disciplines, they are the one stop shop for property advice.

We are a leading firm of chartered surveyors established in 1844 and have been a key player in the Bradford market for the majority of those years! We operate from 18 offices across the UK and our Bradford office is based in Little Germany following previous stints in The Paper Hall and Argus Chambers.

We deliver practical advice and services to commercial property owners, occupiers and financial institutions to deliver property solutions that work for them both financially and functionally.

Our services include industrial/commercial agency, valuations, property management, landlord and tenant advice, (rent reviews/lease renewals/dilapidations) empty property security and insurance services, building surveying, machinery and business assets (plant and machinery) and property auctions. We have also recently acquired a highways and planning consultancy.

John Padgett, director and head of agency, has been with the company since 1980 and has been actively involved in the Bradford market throughout this time as well as in the regional markets, advising a raft of owner occupiers, property companies and developers and financial institutions.

“We have an experienced and highly skilled team with a strong record in selling, acquiring and letting a variety of industrial/commercial properties. Development is a key area for us and we are very active in the industrial/office/residential/student accommodation/care home/retail sectors. We have recently been appointed to the Homes England panel and represent many key developers within the Bradford and regional area. Being able to provide wide ranging strategy advice and solutions is at the heart of our service offering.”

Working alongside John, Matt Jennings has been at the company since February 2018 having previously been Head of Property at Greenwood Menswear in Bradford. Both John and Matt were born and bred in Bradford and their extensive knowledge has seen the successful completion of many major deals this year including freehold disposals of the Holmes Mann

complex on Harris Street (90,000sqft), the Melrose building on Hillam Road (44,000sqft), Architectural Aluminium's Concept House/Lindsay House property (90,000sqft) on an investment sale basis and a portfolio of care homes/HMOs.

As well as acting as letting agents on the city's primary industrial estates, eg., Pitcliffe Way, Newhall Business Park, GB Business Park, Bowling Back Lane, etc, we are also heavily involved in the Bradford office sector with many appointments within the city centre and business parks eg., Link 606 and Hope Park as well as advising Mapeley on the HMRC tax office complex in Shipley.

The team is very active in the investment sector with several recent sales achieving in excess of £20M. Matt states: “I was lucky enough to have dealt with John in my time at Greenwoods and jumped at the opportunity to join the team which has no doubt been the best move of my career. Eddisons provides a wide range of services and deals with a variety of clients and tenants on a day to day basis. The ‘on the ground knowledge’ that John has acquired over nearly 40 years of practising in the city and with his established client contacts has certainly helped in my development.

“We have just been instructed to take up the marketing of the iconic *Telegraph & Argus* building where hopefully a disposal will shortly be concluded on a further landmark opportunity to help boost the city.”

We continue to uphold and promote Bradford's great potential which is highlighted with PWC moving into the centre and providing another great boost. With growing demand for offices in Bradford and with schemes such as One City Park and with the Odeon plans ongoing we are confident of a healthy and prosperous future for the city.

The industrial market continues to perform strongly and with our heavy involvement in this sector much of our stock is under offer and other leasehold/freehold opportunities are welcomed to further satisfy demand. The recent development at Nano Business Park on Rooley Lane, comprising Grade A Hybrid units where already 75 per cent is pre-let/under offer is an example of this with further stock required.

Our Bradford team is always available for advice/informal chats on any property related matters so please feel free to give us a call/make contact.





# BACKING RECRUITS

EMPLOYERS ARE BEING  
ENCOURAGED TO APPLY  
FOR LEEDS ENTERPRISE  
PARTNERSHIP APPRENTICESHIP  
GRANTS TO BOOST BUSINESS  
IN THE LARGEST REGIONAL  
ECONOMY OUTSIDE LONDON

**L**EP grants of up to £2,500 are available for businesses based in Bradford, Calderdale, Kirklees, Leeds, Wakefield or York with 249 or fewer employees to recruit an apprentice.

With 109,000 businesses and a Gross Value Added (GVA) of over £69 billion, the Leeds City Region is the largest contributor to United Kingdom's Gross Domestic Product (GDP) in the Northern Powerhouse and also the largest regional economy outside London.

It is home to the UK's leading professional services hub outside of London, and is a global leader in key sectors such as technology, healthcare and manufacturing, as well as hosting the largest cluster of higher education institutions outside the capital, with nine universities producing world-leading research and 39,000 skilled graduates each year.

Leeds City Region offers businesses access to a highly-skilled workforce of 1.4 million people, with seven million people within an hour's drive, and boasts the highest rate of private sector jobs growth in the UK.

The Leeds City Region remains one of the leading locations in the UK for foreign and direct investment, according to Ernst & Young's annual Attractiveness Survey, with significant interest in the digital and business services sectors.

## Am I eligible to apply?

A core grant of £2,000 is on offer, which is allocated on a first-come, first-served basis. You'll need to meet the full grant eligibility criteria: An additional top up grant of £500 is on offer. For more details visit:

[www.the-lep.com](http://www.the-lep.com)





# BRINGING CAREERS TO LIFE

City Training Services is ready to support your business in maximising the potential of your workforce.

Whether you are looking to employ an apprentice or up skill your current employees we have a dedicated team of Employer Engagement Advisors who can supply specialist information, advice and guidance based on your individual requirements.

## WE CAN SUPPORT YOU WITH:

- APPRENTICESHIPS
- TRAINEESHIPS
- HIGHER LEVEL APPRENTICESHIPS
- COMMERCIAL TRAINING COURSES

## FIND OUT MORE

Call 01274 728316

Email: [info@citytraining.org.uk](mailto:info@citytraining.org.uk)

To find out more about what City Training Services has to offer, visit: [citytraining.org.uk](http://citytraining.org.uk)



# BRADFORD

THE HEART OF THE NORTHERN POWERHOUSE

'BEST PLACE IN THE UK TO START A BUSINESS' BARCLAYS (SME GROWTH FACTORS INDEX)

PIONEERING  
CONFIDENT  
CONNECTED



## JANUARY – MARCH 2019 OUTCOMES



**£304,478**  
GRANTS AWARDED



**£2,912,707**  
TOTAL INVESTED



**211**  
BUSINESSES  
SUPPORTED

- Bradford's economy is worth £10.2 billion and is the ninth largest city economy in England.
- With 26.5% of the population under 18, Bradford is the youngest city in the UK, with a thriving university and a fast growing, dynamic and entrepreneurial workforce.
- We are encouraging business growth and job creation. We offer rate relief schemes and support to bring vacant listed buildings back into active commercial use.
- Grant funding is available for capital projects, access to innovation, digital enterprise, strategic business growth and resource efficiency in addition to help and advice on business start-up and growth.

### The Council works with partners to enable and facilitate development including:

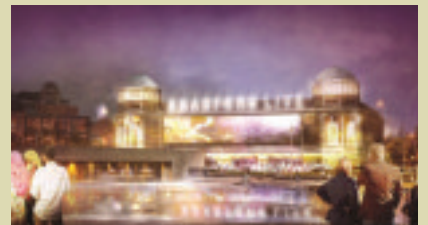
**One City Park** – Procurement process underway to secure a preferred Development partner to deliver a scheme that will provide a minimum of 85,000 sq. ft. of commercial office space accommodating up to 1,000 quality jobs. Other sites coming on stream include Parry Lane, Gain Lane, Staithgate Lane and the Odsal site.

**New College Bradford** – A new further education college will be opening its doors in September 2019 to provide learning and progression opportunities.

## TOP STORIES



PricewaterhouseCoopers (PwC), one of the largest professional services firms in the world is coming to Bradford – and creating 225 jobs.



Work has begun to transform Bradford's old Odeon cinema into an entertainment venue for 4,000 people.



The Business Enterprise Fund (BEF) has secured £15m of funds to support businesses in the post-industrial areas of the North of England.



Bradford ranked amongst the top ten cities for growth in the number of start ups last year, according to the Centre for Entrepreneurs.



Regional Growth Fund



To find out more contact the  
**BUSINESS INVESTMENT  
& ENTERPRISE TEAM**

**01274 437727**



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WWW.INVESTINBRADFORD.COM**