

# Hull

N° 04  
AUTUMN 2019

## P.A.U.L FOR BRAIN RECOVERY

In 2012, Paul Spence was a victim of an unprovoked attack which led to him suffering a brain haemorrhage...

## DARREN PEACOCK

Funding growth is a fact of life for small businesses but is daunting, thanks to perceptions...

## CENTURION COATING SUPPLIES

"Are you scared?"





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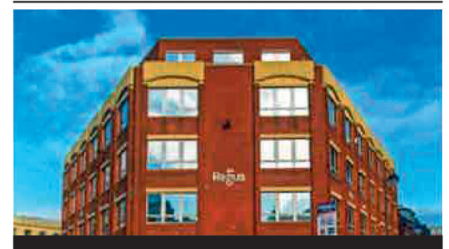
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# Welcome

**T**his edition marks the first anniversary of our magazine! What started as a pilot issue has developed and grown into a true representation of the professionalism, creativity and innovation that is at the heart of Hull business. The fact that the magazine has featured such great content is solely down to the strength and depth of the membership of The Business Culture Hull.

Our membership continues to grow and thrive, not only are we bigger, but we're also aiming to better ourselves by improving the package of benefits for our members.

Our recently launched 'group-within-a-group' called 'The Board Meeting', is a prime example of The Business Culture Hull's innovation; you'll find more details in 'The Power of Networking' on page 6.

Carry on being Hull and proud! Keep sharing your stories and your successes and we'll be celebrating another year of great networking in what will seem like no time at all! Enjoy!



*Tony Bowler*

**TONY BOWLER**

*Founder and Business  
Connector*

**T**he Business Culture Hull started from nothing in 2016 and is now the biggest networking group in Hull, representing thousands of entrepreneurs, business owners and working people.

I'm always happy to meet with people outside of the group events and meetings so if you'd like to know more about The Business Culture Hull and what it can do to support your business, please get in touch with me at [tony@tbchull.co.uk](mailto:tony@tbchull.co.uk)

Think of this time as an investment in your business future as it's only by connecting and working together that we'll spread the message that Hull is open for business.

# View from the bridge



**W**elcome to the autumn edition of the Business Culture Hull quarterly publication. Business seems to be getting back to normal after the holiday season; the kids are back at school, Brexit is still dominating the news and we have a new Prime Minister – mind you who knows who will be Prime Minister by the time you read this!

We seem to be living in uncertain times right now, as businesses the only thing that we can do is be as prepared as possible and keep focusing on our goals. As usual we have some great members

*"Brexit is still dominating the news and we have a new Prime Minister – mind you who knows who will be Prime Minister by the time you read this!"*

and cultural features for you to read this month, as someone who has suffered from depression Neil Hackett from Centurion Coating Supplies' article seems particularly poignant to me. We all struggle from time to time and there is no shame in talking about it. No man or woman is an island, we should all be there for each other.

If you're reading this and you're not already a member of The Business Culture Hull, please feel free to email either Tony or myself for details of how to join. If you are already a member, this is your magazine so please don't hesitate to email me at the address below if you have any questions or suggestions on what you would like to see in future editions.

*Mark Titcombe*

**MARK TITCOMBE**

Yorkshire Media – In partnership  
with The Business Culture Hull

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# The Power of Networking



## 07 EVENTS

**T**he Business Culture Hull's networking model, based on a relaxed and social style backed up with brokered personal introductions, has created a welcomed combination of casual networking with a structured approach.

In the spirit of 'if it's ain't broke, don't try and fix it', that's not going to change, but ever keen to innovate, we've recently introduced a new member benefit called 'The Board Meeting', monthly meetings of up to 15 members representing non-competing business sectors.



These round-table discussions allow members to form tighter networking relationships, essentially supercharging the 'know, like, trust' journey leading to closer and more sustained networking connections.

We have eight Board Meeting groups already set up with plans to introduce seven more. Get in touch with me at [tony@tbchull.co.uk](mailto:tony@tbchull.co.uk) for more information about how you can benefit.





## Small loan massive impact

**F**unding growth is a fact of life for small businesses but is daunting, thanks to perceptions that it's only available for big businesses and large amounts.

However, business funding expert Darren Peacock, of Peacock Finance, knows that, for some, a couple of thousand pounds can make a big difference. So, in 2018, he co-founded the Business Booster Fund to offer small loans to East Yorkshire companies.



“I’ve dealt with projects worth millions but recently noticed a real gap where smaller businesses were missing out on golden opportunities because they couldn’t access relatively modest amounts of cash.

“Unfortunately, many seek to plug this gap by taking out personal loans to fund improvements, but that affects their personal credit score and ability to source loans including mortgages, so it’s always better to keep your business and personal finances separate.”

*“Unfortunately, many seek to plug this gap by taking out personal loans to fund improvements, but that affects their personal credit score and ability to source loans including mortgages, so it’s always better to keep your business and personal finances separate.”*

For Darren, the new Fund is also about giving something back.

“I’m interested in people’s business journeys and it’s a privilege to help them on their way by making quick decisions to hand them some cash,” he concluded.

The Business Booster Fund offers unsecured loans of up to £5,000 over up to 36 months for a set monthly interest payment of £25 per £1,000, for specific projects or purchases that will help companies succeed or get to the next level.

Examples so far have included enabling a time lapse photographer to triple his income by buying three new cameras for renting out, and a plumber to purchase a set of new tools.”

**For full details of the fund and how to apply, see the back page.**

## How to apply

There’s no complex credit scoring or form filling.

Simply explain your business plan to Darren over a cup of coffee and he’ll make a quick decision and, if it’s a yes, personally underwrite your loan based on this fact-find.

### What’s in and what’s out

- ✓ Any business reason with clear business benefit
- ✗ Debt consolidation - VAT or Tax Bills



## A life changing journey

**I**n 2012, Paul Spence was a victim of an unprovoked attack which led to him suffering a brain haemorrhage. Facing many of the common challenges associated with brain injury, Paul's life fell apart and he struggled to make sense of the world as he battled during a long, challenging recovery.

Paul has gone on to be a source of inspiration to many others that have

been affected by brain injury. Since his injury, he has taken on numerous fundraising challenges, which has seen him complete a total of 22 marathons, he has scaled Mount Kilimanjaro and recently he became an Ironman.

Sharing his experience, Paul said "People are left lost, lonely, confused and vulnerable after brain injury. The injury can come with devastating circumstances and be life changing for everyone involved. I believe that following healthy lifestyle choices,

along with practicing coping strategies allows me to function at my best and therefore live the most successful life I can.”

During his recovery Paul realised there was a real lack of support in the community for people affected by brain injury. Because of this, he knew there needed to be somewhere to go, a lifeline, a place to obtain **Positivity, Awareness, Understanding and Love**. This led him to set up the Hull based charity P.A.U.L For Brain Recovery, which opened its doors in 2016.

Each month the charity welcomes over 100 visits from people affected by brain injury. The charity provides tailored support that aims to minimise the long-term physical and emotional consequences of brain injury, helping people to regain physical, cognitive, social and behavioural function and ultimately help them feel comfortable in the world again.

**If you would like to know more about the charity or how it can help contact 01482 620229 or [info@paulforbrainrecovery.co.uk](mailto:info@paulforbrainrecovery.co.uk)**



“I believe that following healthy lifestyle choices, along with practicing coping strategies allows me to function at my best and therefore live the most successful life I can.”



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**I**ntroducing V-Link24 Since 1992, Language is Everything's aim has been to help people and businesses to connect and collaborate without barriers. Today more than ever we need to take into account the environmental impact of all of our business practices.

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*“An easy to use and reliable communications and connectivity solution. Businesses and individuals can work together in real time.”*

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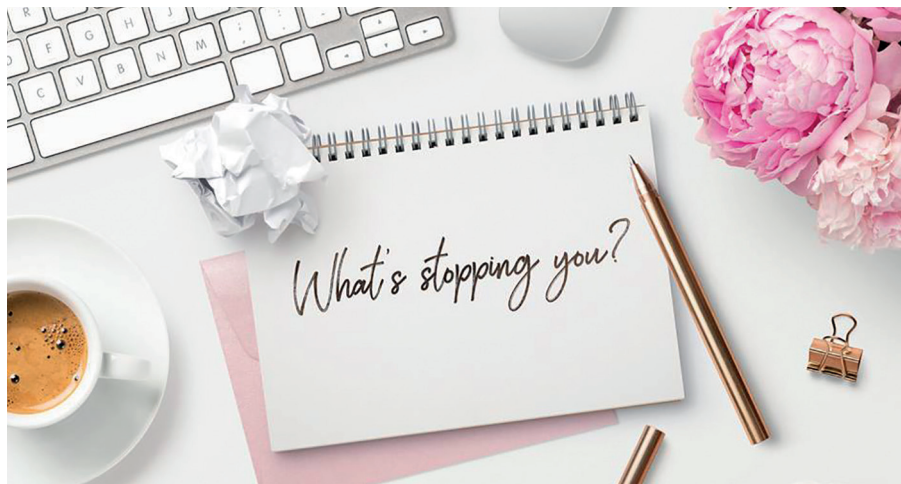
# What's really the problem in your business?

**W**hen you realise that something isn't working effectively or efficiently in your business, how do you get to the bottom of the problem?

Quite often, a problem that manifests itself in one way is actually a symptom of an underlying issue – for example, if your invoicing process is slow, is it a problem with internal systems, or communication, or office politics, or maybe all three? If so, where do you start in trying to identify the real issue, and how do you then go about resolving it when you've got a business to run?

A business health check will give you the answers you need, and the involvement of an outside professional will not only bring the expertise to identify underlying issues, but also the objectivity, authority, and accountability to achieve the improvements your business needs.

**For more information please contact Hayley on 07887870617 or [www.streamlinebusiness.co.uk](http://www.streamlinebusiness.co.uk)**



## HAYLEY PARRY

*Editor Bio*

**A**fter 26 years in various office environments, including in managerial roles, Hayley has a wealth of experience in business processes and best practice. Her insights and troubleshooting skills have enabled her to help businesses successfully overcome a wide range of challenges, allowing them to achieve quicker growth, financial improvements, and greater stability.



**Where  
Commercial  
Meets  
Community**

**T** here's something extra special about working on a project that you know will benefit so many people, especially young people. Ever since I started Premier Log Homes fifteen years ago I have looked for opportunities to do that, so I was over the moon when we heard that we would be constructing our biggest ever log building for the Scouts.

Don't get me wrong – projects for charities can bring their own challenges. There are often more stakeholders involved than in other types of projects, and the process of raising funds can be a hard slog for the dedicated people involved; even for a very large, high profile project like this one, the process has taken three years so far! The thing that keeps us all going is the difference that this new centre will make to

*“I'm proud to say that our team work extremely hard for every client, whether they are a private individual or an international business, but imagining the reaction of the clients on this particular project really helps us all through the long days.”*

the kids and the volunteers who lead them – four big new bunk dormitories, bathrooms, kitchens, and communal / recreational rooms – it's going to be a world away from the crumbling building we are replacing.

I'm proud to say that our team work extremely hard for every client, whether they are a private individual or an international business, but imagining the reaction of the clients on this particular project really helps us all through the long days away from home, out on site in the pouring rain or beating sun! I would encourage every business owner to look for community-related projects – it's good for the soul!



## LEE JOHNSTONE

*Editor Bio*

**S**ince I started Premier Log Homes in 2004, we have built between 70 and 80 different styles of log buildings, for all manner of purposes from private homes to holiday parks to farm offices and tea rooms. We pride ourselves on using high quality, sustainably sourced timber, and we work closely with each client to ensure that the buildings meet their exact requirements (as well as exceeding UK building regulations).

# “Are you scared?”

**T**hat question has probably been the one that I have been asked the most since I started to make people aware that I was opening a new venture in paints and coating supplies also with inspection services.

My answer was to most a surprise as I replied with “Why? What is the worst that can happen? I lose everything material? So what, none of that defines me. I have lost before.”

That is not me being defeatist, I will do everything in my power to be successful, after all I have the qualifications, the contacts, the support and the desire to succeed. I was pointing out that facing the worst is often worse in our minds than in practice.

Mental health, particularly amongst adult males is a very hot topic at the moment. I for one do not miss an opportunity to chat with those in the trades who I often come across about the myths of the alpha male with no issues. The reality is that most of us have had an issue or two on occasion. The secret is to make sure it isn't a secret; that is certainly what prevented me taking a solution from which there is

no return.

Remember, when things are not going as well as you had hoped, just think, at least you don't watch paint dry to make a living.....



**NEIL HACKETT**  
*Editor Bio*

**N**eil Hackett is the owner of Centurion Coating Supplies Ltd. Originally trained in Audiology with a seven year stint in Canada he moved into the world of protective coatings with a local company. Within a year he obtained the highly sought after and coveted ICorr level 3 Painting Inspector and the ICorr level 2 Fireproofing Inspector



# The One Point Expands

**I**t's been nearly 3 years since we first opened the doors to our new state of the art offices at the Bridgehead Business Park.

We are now delighted to announce the next phase in our growth with our expansion into our ground floor office space. As our team continues to grow the move into this new area will help us to best support our customers while

expanding support we can give to our offices in Gateshead and Barnsley.

The new office will enable our team to deliver services most effectively and places an emphasis on communication for those who support and deliver services directly to our customers.

The look and feel of the office is based on a modern nature-inspired theme creating a vibrant and energising space for us to deliver our award-winning service.

At the One Point we continue to prioritise our customers data security, we are now ISO 27001 accredited as well as Cyber Essentials accredited and are proud to be continuing our security aware mindset into the facilities of our workspace.

Our team have now

moved into this space and are looking forward to celebrating the benefits this will bring.



**MARTIN LAUER**

*Editor Bio*

**T**he One Point is an industry leading and award-winning managed technology provider, giving organisations of all sizes – across all sectors – a Single Point Of Contact (SPOC) for all of their technology needs.



# The man behind The Business Culture Hull – Tony Bowler

**M**y story is not ‘rags to riches’ (I wish it was!) nor is it a story of hardship. My story is of an independent spirit who’s taken something from every single life experience I’ve had.

I was born and raised on Hull’s Orchard Park estate, which was newly built at the time and had a fantastic sense of community. It was home to the UK’s biggest baseball diamond, which regularly hosted the European championships. Our club ‘The Danes’ were local and national champions. Baseball played a big part in my life, and I was selected to represent Great Britain, but life changed for me when the Falklands war started.

I joined the British Army and was pushed to my limits, but my Orchard spirit shone through and made a good soldier of me. My first posting in 1984

wasn’t the Falklands, but West Berlin; my guarding duties included the Berlin Wall and the notorious Rudolf Hess, Deputy Fuhrer to Adolf Hitler, in Spandau prison. I once came face to face with him and even as an elderly man, he was a menacing presence.

In 1985, I was posted to South Armagh in Northern Ireland for 2 years. At the time the area was bandit country and a no-go for the British Army. In fact, my battalion was the first to go back into Newry in 1986.

After another 2 years at Catterick Garrison in North Yorkshire, civilian life followed.

I achieved a diploma with distinction in IT and Business at Hull College; in those days opportunities in IT were scarce, and I was grateful to find a job with Andrew Jackson Solicitors. Eighteen years later I was still there!



However, I became frustrated by the slow pace of innovation. I left to help Nick Miller set up James Legal, which became and still is an acknowledged innovator with a fresh approach to legal services. I'm very proud of my contribution to that.

In December 2015, I decided to make my smartest move yet and with Nick Miller's support, left to pursue my own goals. The Business Culture Hull was born!

I'm a Hull lad to my core. I love this city, its people, its spirit and I'm excited to think of all that has been achieved over the years and what is still to come.

I've seen the very worst and the very best of humanity, and I know that nothing is achieved without people working together.

*"I joined the British Army and was pushed to my limits, but my Orchard spirit shone through and made a good soldier of me."*



# 10th anniversary for 'fresh' legal team

**L**ike all of the best companies, James Legal has been motivated by a cause from the outset. Managing Director Nick Miller set up the company a decade ago to reverse all the negative stereotypes associated with the industry, and his firm has since made its name by doing things differently and taking a 'fresh approach' to law.

He said: "Our mantra is to be 'people first, lawyers second'. Everyone who works here is friendly and approachable, and totally honest."

And it must be doing something right, as James Legal has grown tenfold and is this year celebrating its 10th anniversary by developing ambitious plans, including doubling its reach, for the next decade.

While the firm specialises in business law, it has added services like family law to cater for the personal needs of the business people it serves. The 22-strong team's expertise also spans property transactions, family law and Wills and probate.



Nick is proud of their commitment to being there for clients. He added: “We’re very excited about what the next 10 years will bring for James Legal, with ambitious plans for more innovation, more people and much more ‘doing it differently’!

“Most importantly, we are growing in the right way, carefully preserving our founding ethos of looking after our clients and our team in a way that sadly isn’t typical in our industry.”



Nick understands that delivering on its human touch requires a happy team, and believes in promoting wellbeing and helping each employee to fulfil their own potential, in a rewarding environment.

For Nick, being in business is all about the ‘why?’. His answer, time and time again, is that he simply loves to help people – including his own!



## Sharing in success

James Legal has built a reputation for giving back to the community, most notably through the InspiringBusiness campaign, which sees the firm holding quarterly seminars and running a competition with an annual prize of business support worth more than £20,000.

Details of how to enter the InspiringBusiness2019 competition are available at [www.jameslegal.co.uk](http://www.jameslegal.co.uk). You can contact the team on (01482) 225566.



## Majors Moving Forward

**S**ince taking over Majors back in April 2018, it's gone from strength to strength for Stewart MacGregor and Amy Sharpless.

After taking over the firm Amy went on to complete a degree in her spare time and achieved a First Class Honours Degree in Applied Accounting. Amy also completed her Practising Certificate to then become a Director of Majors. Such great achievements and accolades, especially considering Amy isn't even thirty yet. Not many under thirties could boast the qualifications Amy has, let alone also being a Director of a successful firm of accountants.

"We are so very proud of Amy and all of the things she has managed to achieve whilst we moved premises and had so many changes to deal with, it just speaks volumes about the type of



person she is and her work ethic.” says Stewart.

Amy and Stewart relocated the firm to the modern ‘Bloc’ business hub in Anlaby. The move kick-started Stewart and Amy’s drive to make incremental improvements, starting with simple practical changes that can have an impact on wellbeing and efficiency.

“Having a bright, airy and adaptable working space, being more easily commutable and able to offer client parking may sound simplistic, but it all helps to create a collaborative and cohesive environment where the business and everybody associated with it can thrive.” comments Amy

“All the staff, the clients, everyone has been great about the move, the staff really dug deep and kept everything moving forward. The past 18 months have been amazing for us.” says Amy.

Stewart and Amy have lots of plans for Majors continual growth and are both excited about where the future will take them.



## STEWART MACGREGOR & AMY SHARPLESS

*Editor Bio*

**S**tewart has worked within the practice for the past 10 years of his established accountancy career. Always upbeat and positive, he loves a good chat and spending time watching his favourite rugby team Hull FC. Amy joined the practice 9 years ago and completed her professional qualifications whilst working for the firm. Amy enjoys keeping active by running and attending the gym as well as attending dance classes and performing in shows.



## Ageing Hull and the comfort of heritage

**A**cross the UK over 4 million people live alone and half a million in residential or nursing homes. Many people struggle with retirement, loss of friends and are lonely. Then, there are those with all stages of dementia. Pubs and clubs are closing, the high street boarded up. For many, family live away and the only company is the television.

The History Troupe devises and delivers stories steeped in local roots, heritage and futures. In the past 2 years over 21,000 people of all ages have been part of workshops, exhibitions and performances. Founder Rob Bell is clear that the best work has been with people living in Residential or Nursing homes.

“My mother Margaret died a couple of years ago with progressive dementia and I wrote a play to explore how a family copes – or doesn’t. The Vote was





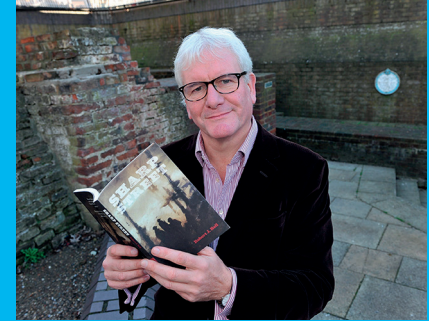
launched by our patron Hugh Pym, the BBC's Health Editor. We wanted to do more.

We have produced Memory Bank, Hull. This package of short films on Hull's story adds to Hull Daily Mail photos to be used in care homes to get the banter flowing again.

With St Marys College we have taken students along to mix with the likes of their grandparents; share the images that trigger all sorts of stories. For

many students this is the first time they will experience the fishing industry or the docks with the residents only too pleased to tell them about their common heritage.

This is what the Maoris call Whannau, a multi-generational community, at work. We are looking to launch an ambitious programme to give more young people the experience and more of our elders the buzz that they need.



## ROB BELL

*Editor Bio*

**A** Hull based writer with business experience in more than 30 countries, Rob is a logistics specialist who writes stories on his travels – to keep him out of the mini bar. Founder of The History Troupe and 2050NOW with a focus on employability, he sees an opportunity to join the dots of heritage, roots and futures.

## It's ok to talk

Once again, The Business Culture Hull (TBCH) has been lucky enough to be invited to host an event at The Halifax Army Barracks, Hull courtesy of Captain Derek Shakesby and The Yorkshire Regiment Alma Company Reserves.

In true TBCH style, the 150 attendees were put through some fundamental training exercises before the event even started!

Having received Morse Coded messages to be deciphered to reveal the location on the Army Barracks, further mission instructions were issued shortly before the event. These included individual call signs that attendees had to recite to the armed guards at the gate to gain access.

### National security

All we can say is thank goodness the country's security and safety wasn't actually at stake!

The enthusiastic audience gathered to hear guest speaker, Spencer Locker, aka 'The Interrogator' from the Channel 4 programme, 'SAS Who Dares Wins' give an inspirational presentation about mental health and mental resilience.

Away from the cameras, Spencer Locker runs a successful business, Trans2Performance, which helps people understand and develop strategies for improved mental health and well-being. He is well known for his Resilience Masterclasses, which teach what mental resilience is, how to promote resilience in others, and how organisations benefit from having resilient people.



**"You're not alone, it's okay to talk and we're here to help"**

Spencer delivered a very entertaining and yet simple and clear message, 'you're not alone. It's okay to talk and, we're here to help.'

He didn't however manage to escape the cameras, as the event was filmed for a local TV station, That's TV Humber. The channel aired the footage over the following two days.

Captain Derek Shakesby followed this up with an engaging presentation on the Alma Company Reserves, and members



of the company demonstrated some of their latest kit and weaponry. A particular favourite was a simulator of an anti-tank missile launcher called The Javelin.

**Chicken Curry – British Army style**

Finally, we enjoyed a slap-up lunch prepared for us by Army Chefs. On tasting the chicken curry, one of our members, Vincent Bergin from Language is Everything, commented that it took him right back to his military days!



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