

THE BUSINESS CULTURE

Hull

N° 05
SPRING 2020

SAFI COFFEE

Safi Coffee - Sips for the Soul

HALLMARK HOTEL

How hotels are meeting the demands of businesses

HIRD

Appointed Person Training - a vital step in a lifting career



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Welcome

With more than 200 members, **The Business Culture Hull** is a not-insignificant barometer of the outlook of Hull's business community, and we're detecting more than a hint of optimism in the air for 2020.

We're playing our part, for a start, we're thrilled to announce a formal association with Yorkshire Media. In future, the Yorkshire Media team will contact each advertiser and contributor to offer advice and support.

Our other new initiative is 'phone-a-friend'. I'm delighted (but not surprised) that every single member has opted-in to being prepared to take calls from fellow members who need their 'expert' advice. That's the type of group we are.

Just when we feel our events

may have peaked, the next one comes along more ambitious and popular than the last, involving more people, bigger venues and higher-profile speakers!

We're only a few months into the year, and together we're keeping Hull business looking and moving forward.

Happy networking!



The Business Culture Hull is about bringing people together to encourage meeting, sharing and trading amongst members. Last year we launched the 'Board Room', and I'm pleased to say that this option will continue to be open to all members to generate closer business links and impressive results. Beyond that, I'm always available for a one-to-one chat about how I can connect you with the right people to kick-start a productive networking partnership so please do get in touch with me at tony@tbchull.co.uk

Tony Bowler

TONY BOWLER

Founder and Business Connector

View from the bridge

Welcome to the spring 2020 edition of the Business Culture Hull quarterly publication. Much has changed since our last issue, we have a new Prime Minister, the UK has left the EU and the news seems to be dominated by the coronavirus. All that being said, as with any new year there is a sense of optimism; warmer weather is on its way and there are new business opportunities out there for us all. This is a great time to be thinking about what you want to achieve this year, it doesn't take long to write down your goals and set up some actions, it could be the difference between celebrating a great year and wondering where the time went.

We have some great members and cultural features for you to read in this edition – we have a great article about Hopen, a new business helping other businesses understand and address mental health issues in the workplace... in this day and age when people are suffering more than ever, I wonder why there are not more businesses doing this!

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

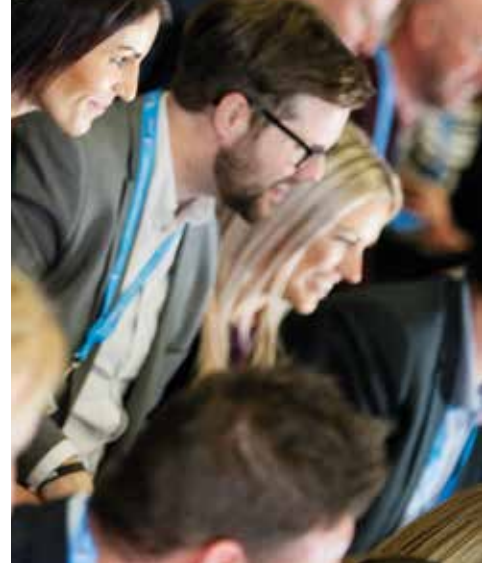
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The Power of Networking





As those of you who have tried any other networking models in the past will know, some are totally formal, some are totally unstructured, but most have a relatively rigid single format.

We like to think that The Business Culture Hull's blended approach re-writes the rules on networking to offer you a genuine choice according to your business style, your diary commitments and your interests.

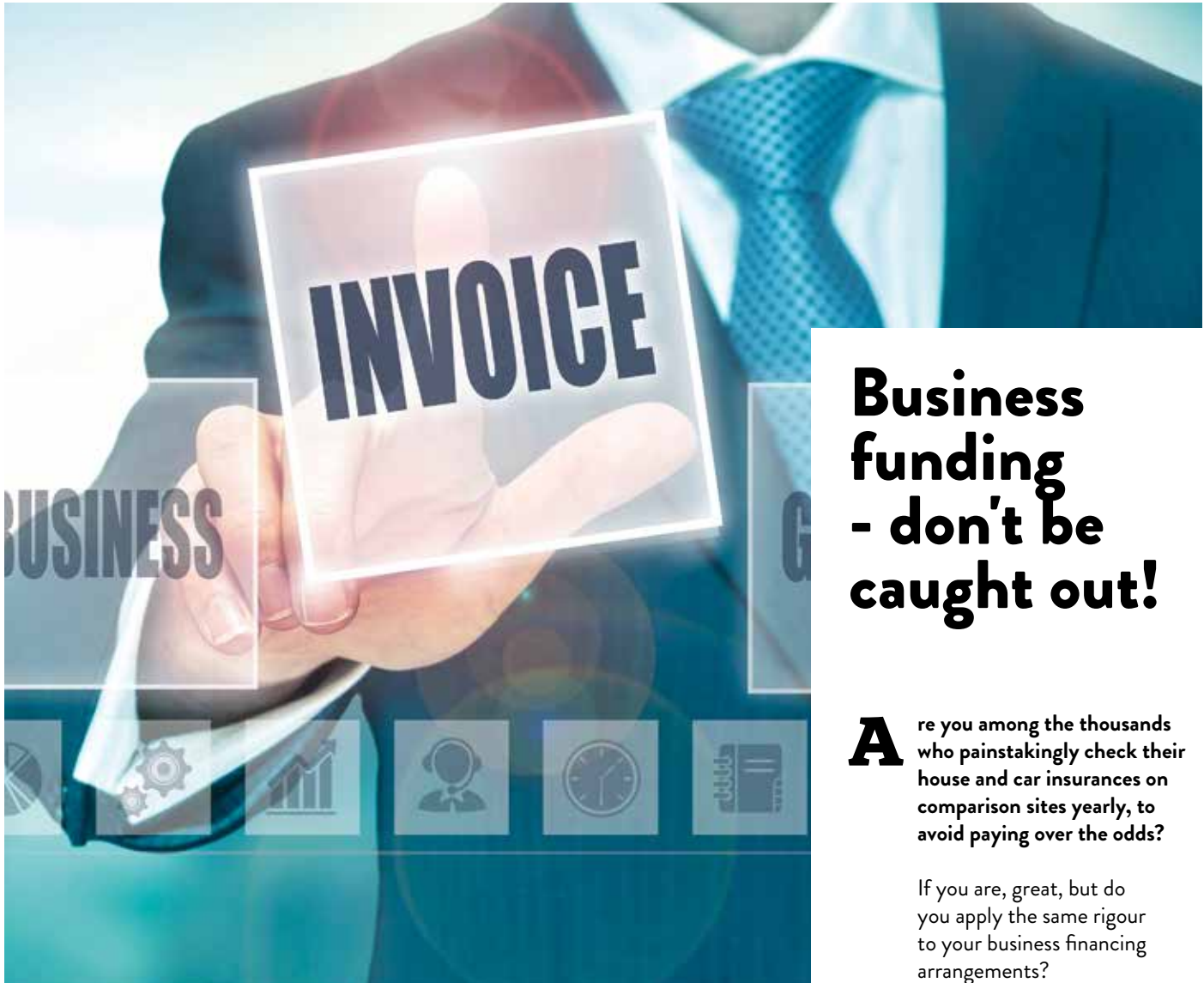
Over the past few weeks, we've held an event at the KCOM Stadium, which attracted a fantastic crowd to listen to John

Hotowka's rousing presentation. What can top KCOM? How about the Royal Hotel sell-out event featuring the amazing entrepreneur, TV presenter and BBC Apprentice 4th placed, Jessica Cunningham - a real coup!

Beyond that, we've met with members individually to offer advice, support and connections within our group, while the option to enter one of our Board Room exclusive groups is proving very popular.

What we do know is that there's a networking model that works for you and we've got the best choices and provable successes all within one networking group, The Business Culture Hull.





Business funding - don't be caught out!

Are you among the thousands who painstakingly check their house and car insurances on comparison sites yearly, to avoid paying over the odds?

If you are, great, but do you apply the same rigour to your business financing arrangements?



Each year, we speak to too many business owners who are paying thousands of pounds too much, or are stuck in arrangements that don't meet their needs. Yet they're not as vigilant over this as they are about saving just a few pounds on their home or car cover due to complacency, being busy or, more often than not, lacking knowledge of what else is 'out there'.

Invoice financing, used right, can be a funding lifeblood for businesses, particularly growing ones, by bolstering cash flow cost-effectively, and only incurring interest on what they're utilising at any given time.

However, Peacock Finance Founder, Darren Peacock, said: "It's very easy for businesses to end up paying too much on too-high interest rates, because they don't know what the alternatives are. Some unwittingly lock themselves into expensive facilities that don't meet their needs.

"And being with the wrong provider can even jeopardise your business if the funder won't finance all of a big order, or pulls funding altogether, bringing



your cash flow – and therefore your workstream – to a halt."

He added: "We can help businesses navigate the market because we know which invoice funders will support what products, services and sectors, at the best price.

"In fact, we believe this type of funding is so vital, we offer businesses a financial health check consultation which, whether we source them invoice funding or not, is completely free."

Contact Darren for an informal chat via 07739 615859 or Darren. peacock@peacockfinance.co.uk

HIGH COST OF COMPLACENCY

Peacock Finance recently saved a local transport company £18,000 in one year! They had been with the same invoice financing company for 18 years and their loyalty cost them dearly, as they ended up paying way over the odds as a result of periodic price rises over that time.

A successful former business owner himself, Darren set up Peacock Finance to help others manage their finances, maximise profits and secure the funding they need to grow.



Safi Coffee - Sips for the Soul

From a small, pupil-led initiative at Hull Collegiate School, to the flourishing Social Enterprise that it is today, Safi Coffee is supporting children's education in Uganda and the UK through the sale of high-grade Ugandan coffee. Contributing to the employment of thousands of coffee farmers in Uganda,

educating pupils in the UK on Social Entrepreneurship, and raising vital funds for Ugandan school children's education, Safi Coffee is the most inspiring school project ever.

Put simply, Safi Coffee imports high-grade, sustainably sourced coffee from the Kanungu district of Uganda and sells it in the UK, with profits from sales paying for the sponsorships of children to attend school in Uganda. It costs just £180 per year to pay for a child's sponsorship, which covers their education, food, healthcare, uniform and accommodation.

Education in Uganda provides an opportunity to escape poverty. Sadly,





many youngsters never get the chance, with only 13% of people educated to secondary level or beyond.

The initiative also focuses on the development of the pupils at Hull Collegiate School, who have direct involvement with the company's activities.

Director, Tom Brown, has a clear vision of how to take Safi to the next level.

"Raising awareness of the project is our number one aim; ultimately, the more people that are drinking Safi Coffee, the more children we can put through school in Uganda."

"Fuelling offices and workspaces with

Safi Coffee has allowed us to increase the number of children we sponsor up to 50; this a real testament to the success of the initiative, demonstrating how far the project has come in such a short space of time."



TOM BROWN

Tom Brown is one of five pro-bono directors at Safi Coffee.

"Why would we do this? Why not? We have no extravagant CEO salaries to pay, no shareholders to satisfy; this is just a group of pupils determined to make a difference."

"This is the most inspiring school project ever. Children have an input in all aspects of the company. They are learning key business skills. It makes sense, for both us and them. It makes a difference."



Is Presenteeism Present in your Workplace?

Presenteeism, when employees feel pressure to spend more time at work, is on the rise.

According to statistics published by Vitality and the BBC*, the percentage of employees coming to work despite feeling ill has increased from 38% in 2017 to 41.7% in 2018.

The Health and Wellbeing at Work Survey Report by CIPD and Simplyhealth** uncovered that 83% of respondents observed presenteeism over the past 12 months, but 55% say their organisations aren't addressing the issue.

Raising awareness about workplace wellbeing is simply not enough. It is time for employers, senior leaders and managers to become more proactive. To implement a whole-organisational framework that leads to a true, positive cultural shift.

When partnering with businesses, Fortis Therapy and Training embed a seven-step wellbeing strategy.

Delivering specialist training to teams and leaders, combined with strategic services like mediation to improve workplace relationships, coaching, and professional, qualified therapy sessions for those in need of someone impartial and non-judgemental to listen.

A thorough strategy creates a proactive and preventative framework for workplace wellbeing. You are not just 'ticking a box', you are putting actions in place to make a long-term difference. Cultivating environments and people who are productive, safe, supported, and successful.

*www.bbc.co.uk/news/business-51093712

**www.cipd.co.uk/Images/health-and-well-being-at-work-2019.v1_tcm18-55881.pdf



ALEXIS POWELL-HOWARD

For nearly 20 years, Alexis Powell-Howard has been a BACP-accredited psychotherapist, clinical supervisor, trainer, mediator and coach. She is the proud Managing Director of Fortis Therapy & Training, a multi-national award-winning business providing comprehensive, approachable mental health services to businesses, organisations, schools, local authorities and private individuals.

Fortis has therapy spaces in Hull, Grimsby, Scunthorpe and Louth and operates nationwide. Connect with Alexis through Business Culture Hull, on LinkedIn, email alexis@fortistherapy.co.uk, or call 01472 241794. For more information, visit fortistherapy.co.uk.



Why agility is key

Businesses across the Humber area face a multitude of unique challenges with on-going economic and political uncertainty – added to the everyday trials and tribulations that managing a business entails. That’s why agility is key, says Partner at Begbies Traynor Group in the Humber region, Andrew Mackenzie.

Agility can give your business breathing space when it feels like the walls are closing in. Equally, it can take a thriving business to the next level.



We specialise in advising directors and business owners on a wide variety of modern corporate challenges – whether that’s looking at exit strategies with retirement looming, or getting a new trade finance agreement in place due to cash flow problems instigated by the Coronavirus in the Far East or insolvency solutions. Agility is essential in recognising opportunities and threats and taking appropriate and swift advice to ensure your business is protected.

Begbies Traynor Group PLC has three offices across the Humber region in Hull, Scunthorpe and Grimsby. Our expert, Partner-led approach to helping local businesses thrive has been unwavering for more than 30 years and we offer all business owners a free confidential consultation to discuss the business issues they’re currently facing.

Our suite of services includes rescue and restructuring, insolvency, transaction services, capital management, solvent wind down, disposals, fund raising and a range of commercial property and asset services.



ANDREW MACKENZIE

Andrew Mackenzie, Partner at Begbies Traynor Group in the Humber, has a wealth of experience advising businesses and individuals across the region. He says:

“The best advice for SMEs in the current economic climate is to keep a very close eye on cash flow and where appropriate to seek advice sooner rather than later if they foresee financial or other organisational problems. Once those problems become a reality it can often be too late to act.”



How hotels are meeting the demands of businesses

Having been asked to highlight how the fabulous world of “Hotels” has changed in the past 25 years on corporate hospitality, this is very appropriate as it is a mere 25 years since I entered this wonderful and exciting industry!

At the start of this period, if you were to create a market survey on hotel knowledge, you would perhaps expect to hear brand names such as “Marriott” and “Hilton”; the hotel industry at that time had a perceived majority corporate feel.

Over the past 25 years however, there has been the introduction of a plethora of new hotel chains; each



endeavouring to tailor a unique brand to the high street or countryside.

This uplift has created a shift change as hotels operate in often saturated market places; competing with corporate and leisure market demands. Creating a unique guest experience and guest journey is paramount to success. Hotels are in high demand; and with this, the landscape has evolved in the need for corporate and leisure hospitality; leading with the anticipation of both business and guest retention and growth.

Hotel sales and marketing plans are strategically created each year; with a core emphasis on Corporate Hospitality, Familiarity Trips (Fam Trips), VIP evenings, Open Days. Hotels strive to provide their regular



THE BUSINESS CULTURE HULL

guests and prospect clients with showcase events; enabling them to highlight who they are and why their hotel should be the number one choice for business.

It is not unusual to see creativity come to life during these events, with private parties, team building activities, outdoor pursuit style events, theatre visits, football match events, food & drink discovery events to the simplistic but not less impactful one to one dinner and individual show-rounds.

What is evident within the industry is that all hotels are striving to create “direct” client demand and relationships; ones built upon trust, loyalty and respect. As with any relationship, if shared experiences are offered, then this further aides and compounds that foundation of a working relationship.

As with every business, relationships are fundamental to the continued success. Hotels have become synonymous with such corporate affairs and with the ever-increasing introduction of new brands within the industry; all of which bring their own personality to the table – it is important that guest relations and saying “Thank you” remains paramount at the front of the hotel industry. Afterall “Hospitality” is key!



SERENA JAYNE WALTERS

Serena has been leading the Hallmark Hotel to success for 8 years. With a strong sales and marketing background, this has lent itself well to delivering a popular 4 star hotel in the Hull & Humber region. The team at Hallmark are recruited based on their personality, eye contact and smile; which creates the “Welcome Home” experience upon arrival. 2020 will see the Team deliver its 10th year as a “Hallmark Hotel”; of which there are exciting new times ahead.

E: serenajayne.walters@hallmarkhotels.co.uk
M: 07500 787512

Appointed Person Training - a vital step in a lifting career

Appointed Person Training – a vital step in a lifting career.

Becoming an ‘Appointed Person’ is a significant milestone in the career of a crane lifting professional. That is why Hird’s CPCS Appointed Person training courses attract delegates from across the UK.

Being an appointed person is a hugely responsible position. The appointed person is responsible for the execution and safety of a lifting operation.

As such, an appointed person can be responsible for the safety of many people involved in a lift or who may be nearby. The lifting plan they devise will also make sure the lift is carried out efficiently and effectively.

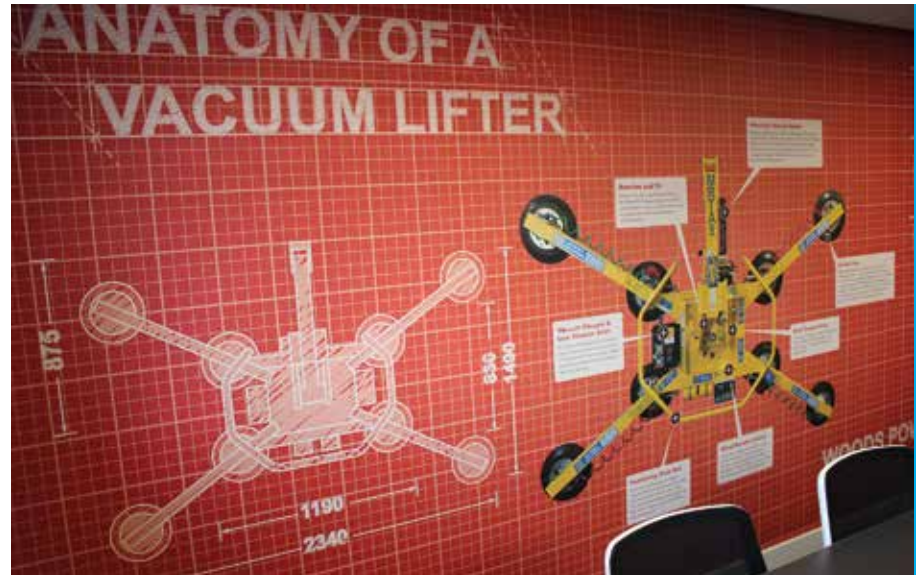
Appointed Person Training – experience counts

Hird Training Manager Gavin Rymer explains: “We recommend that our A61 Appointed Person course is suitable for managers and supervisors who already have significant responsibility for lifting operations.





←
**SCAN
ME!**



“In addition, they are likely to have enough experience of cranes to meet requirements specified in British Standard (BS) 7121 Code of Practice for Safe Use of Cranes. As such they are most likely to hold a crane supervisor’s qualification and to have worked for several years as a slinger, rigger and crane operator.

“This experience will give them the skills, knowledge and grounding needed to pass the Appointed Person course, which is technically challenging and tests a delegates theoretical understanding and practical skills.”

The intensive five-day course combines class-based theoretical and practical learning. The first four days are taken up with all elements of the A61 syllabus. On day five, delegates undertake theory and practical assessments.

For more information or to book a course, call the Hird training team today: 01482 227888.

“This experience will give them the skills, knowledge and grounding needed to pass the Appointed Person course, which is technically challenging and tests a delegates theoretical understanding and practical skills.”



A win, win – win!

Hopen will support employees, employers and the community

'Belt up, brush up and get on with it'.

Sound familiar?

Sadly, this kind of attitude has long been the norm in business settings, where it's not been the done thing to share our true feelings at work.

Thankfully, though, times are changing. Employers are realising the direct correlation between productivity, sickness absence and how 'together' and supported their workforce are feeling.

Yet, at the moment, dedicated support services for those organisations that do want to champion employee mental wellbeing, are few and far between.

Which is why Nick Miller – also Founder and CEO of fresh thinking East Yorkshire legal firm James Legal – decided to step in and help. Nick has established Hopen, a new business dedicated to filling the gap in provision, with Leon McQuade, Co-founder of Think Cloud and trustee of

"Our mission is to make mental wellbeing as important in the workplace as health and safety..."

Andy's Man Club (the fastest-growing men's mental health charity which last year helped 27,000 men nationally) and Paul Longley, lead facilitator for AMC. All three men are passionate about the cause, having experienced the devastating impact poor mental wellbeing can have.

Paul has become Hopen's Mental Health Training Officer, engaging with businesses to help them provide better mental health support for their employees.

"We've been absolutely overwhelmed with the response we've experienced," he said. "We're already in talks with a number of major organisations that want our help urgently."

Nick added: "Whereas looking after employees' wellbeing might have been seen by some firms as a bit of a tickbox



exercise in the past, we're seeing the beginning of a real desire to offer proper, hands-on support for a happier, healthier, more productive workforce.

"Our mission is to make mental wellbeing as important in the workplace as health and safety, and to provide firms with the know-how to implement positive change."

To discover more about Hopen, visit www.hopen.co.uk or contact Paul directly via Paul.Longley@hopen.co.uk

WHY THIS MATTERS

Out of every 20 employees a firm has, it's estimated that five (a quarter) will be experiencing issues.

Currently, in Yorkshire and the Humber, there is only 51 pence per person available for mental health support

Every £1 a company spends on its workforce's mental wellbeing generates £9 of commercial benefit



Giving back to soldiers and veterans

Former commando Lewis Papa's return to the world of financial services has given him the opportunity to help serving soldiers and veterans to get the financial advice they need.

Lewis set up Apex Mortgage & Protection UK Ltd with the aim of providing financial advice to individuals and businesses, with a special service dedicated to serving soldiers and veterans.

"I thoroughly enjoyed my military career, but I'm delighted to be back in financial services, based in my hometown and having the opportunity to support my military colleagues and provide a high-quality service to local businesses and families.

"As a business we have a can-do attitude and we are building a reputation as problem solvers. We have assembled a formidable team of 14 advisors who are all specialists in their



←
**SCAN
ME!**

"As a business we have a can-do attitude and we are building a reputation as problem solvers. We have assembled a formidable team of 14 advisors who are all specialists in their fields, and we are working with clients not just in Hull and East Yorkshire but across the UK."

fields, and we are working with clients not just in Hull and East Yorkshire but across the UK."

Lewis has been spurred on to help existing service personnel and veterans after hearing so many stories of poor service from financial advisors.

"Working with serving personnel and veterans is important to me, and the integrity and reliability that we put



into that part of the service is delivered to all our customers and across all our services areas from mortgages to insurance and wills and trusts," said Lewis.

"We pride ourselves on being able to find our clients a tailored protection package. We understand everyone has different needs when it comes to their family's security. This goes for our mortgage advice too, helping people secure their dream home, find an investment property or a re-mortgage product. This is something we really love doing."

More information on Apex Mortgage & Protection UK Ltd can be found at www.apexmp.co.uk

LEWIS PAPA

Lewis Papa had a successful career working for Barclays Direct Mortgages as a mortgage and protection specialist before fulfilling his boyhood dream of joining the Army.

In his seven year military career he became a member of the elite 148 Battery part of 29 Commando, and saw active service in Afghanistan before returning to his home town of Pocklington to build his own mortgage and protection services business.



Reward outstanding talent at the Hull and East Yorkshire People in Business Awards

The second annual Hull and East Yorkshire People in Business Awards is back for another year, recognising exceptional talent from across the region.

After a sell-out inaugural event, the 2020 awards are set to be even bigger and better, aiming to welcome up to 600 people to a brand-new venue, with a fantastic night of entertainment in store.

Free to enter, there is no limit to the number of categories you can enter - whether you nominate a colleague, friend, or even yourself! All you need to do is write 500 words about what makes your nominee a worthy winner.

"With BBC Radio Humberside presenter Lucy Clark acting as compere for the evening, guests can look forward to an evening of excitement - including a speech from Head of Digital and Communities at Innocent, Helena Langdon, who will shed light on what it's like to 'go viral'."

This year, new categories have also been introduced, including Mentor and Customer Hero.

With BBC Radio Humberside presenter Lucy Clark acting as compere for the evening, guests can look forward to an evening of excitement - including a speech from Head of Digital and Communities at Innocent, Helena Langdon, who will shed light on what it's like to 'go viral'.

Wilberforce Sixth Form College return as headline sponsor, with further sponsors being influential local businesses including; Marketing Humber, Bonus Arena, Sapphire Signs, HBP Systems Ltd, P&O Ferries, Hull City Council, Sewell Group, Cranswick Country Foods, Cobus Communications, Regus, FSB and Airkool.

Nominations for the awards close on Friday 17th April, with the shortlist announced the following Friday - make sure you don't miss out! The awards evening takes place on Friday 3rd July at the Bonus Arena, from 6:30pm-12:30am.

www.facebook.com/heybibawards
www.twitter.com/heybibawards
info@heybibawards.com



HELEN LANGDON HEYPIBA GUEST SPEAKER

Helena Langdon is Head of Digital and Communities at Innocent. She will shed an entertaining light on Innocent's approach to social media and customer service, illustrating its success and what it's like to go viral. She also takes the credit for creating the #DogsAtPollingStations hashtag on Twitter, so she's pretty sure her career is all downhill from here.



Overcoming the challenges of working from home

Over the last ten years, the number of people working from home for their main job has increased by 74%, from 884,000 to 1.54 million*. For these people, there are huge benefits in terms of flexibility, work life balance, and employment opportunities, however, the lack of a dedicated work space away from the distractions of home life can be a challenge.

In addition, people who work from home can find it an isolating and lonely experience, and miss the personal interactions of working in an environment with other people.

Taking up a rental agreement on an office can be too much of a financial commitment for sole traders, or for those who are remotely employed by a larger company.

'Flexible work spaces' give those who work from home the best of both worlds. Operating on a non-contract basis, they are fully equipped with essentials such as high-speed internet and personal phones, so you can turn up and start working. Shared 'co-working' environments like this can be paid for by the hour, with options to 'hot-desk' or to book your own permanent desk if you prefer.

Meeting rooms can also be booked in these locations, so if one of your

home-working challenges is not having a professional space to meet with clients, they provide the ideal solution. If you travel around the UK with your work, look for a business centre with a business lounge or meeting rooms that you can book for use when you are away from home.

The important thing is to find out what suits you best – give flexible work spaces a try, they might be the ideal solution for you.

* Statistics from the ONS Labour Force Survey, the largest study of employment circumstances in the UK.



"For these people, there are huge benefits in terms of flexibility, work life balance, and employment opportunities, however, the lack of a dedicated work space away from the distractions of home life can be a challenge."



GARY FINCH

Gary Finch has been in the commercial office space sector for last 5 years, initially designing office spaces to the clients' brief, then project managing the fit out. He now manages the letting of these spaces to clients looking for a more flexible approach to their working environment. Previously Gary lived all over the UK, working in sales for 25 years with large brands such as David Lloyd Leisure, T-Mobile, and JD Sports Fashion; he now lives in Hull, his hometown, and is married with two sons. He loves all sports, and goes to the gym before work 5 days a week.

360 Chartered Accountants celebrate 10 years of continued success





From an idea that started over pie and chips in the Clarence pub with a bank manager I'd half hoped would laugh at my proposal, I'm extremely proud to say that this February marks the 10 year anniversary of our business.

The past decade has seen a number of changes in the local and global economy and seen us grow from a team of 4 to 30 (which still includes 2 of the original 4). The challenges that we have experienced have produced amazing highs plus a whole bunch of learning opportunities, which has given us the opportunity to pass on this valuable experience to people that we work with/advise.

So, it's a massive thank you to all members of the 360 team both past and present, customers, suppliers and referral sources for the part they have played in the journey so far. We have recently undertaken an exercise where we, as a team, have planned for the next 10 years of the company and so begins the next chapter of 360.

LEARNING OPPORTUNITIES

1. Don't underestimate the power of a conservation officer
2. Surround yourself with like minded people that buy into your ethos
3. Don't be afraid to take criticism
4. Don't be afraid to ask for help
5. When taking a leap of faith make sure you check your landing spot
6. People won't always treat you as you treat them
7. Never look back only forward
8. Stay positive

If anyone would like to sit down for a coffee with any of the team to discuss the past, present and future of 360 and how our experiences can help your business then please get in touch.



ANDREW STEELE

I set up 360 Chartered Accountants 10 years ago in humble serviced offices in Melton. The business has grown year on year thanks to word of mouth referrals, acquisitions and offering services other accountants cannot and we now employ 30 people at our offices in Hull City Centre and Withernsea. I am one of the most highly qualified accountants in the region and love nothing more than helping my clients achieve their goals in life.

Don't fall off that cliff!

There are many instances where prevention is better than cure. Most of us are touched by legalities, in some shape or form, every day. From our rights as employees to neighbourly disputes and dealing with business contractors, ensuring we are on the 'right side', matters.

Yet, too many times, people don't recognise this until it's too late.

"This can be much more costly than having the right arrangements in place to avoid a costly crisis unfolding," said James Legal Founder and MD Nick Miller.

"That's why our team mantra is 'don't fall off that cliff!'. For a few pounds each month, our support packages enable business people to seek advice on the best action to take, before an issue becomes a real problem.





“For example, we can check they have the right terms and conditions in place across their operations, and appropriate agreements between them and their customers, suppliers and employees.

“Too often, SMEs download policies off the internet which aren’t relevant to their business and can leave them in a lot of hot water when they need to call on them down the line.

“Having us at the end of the phone for early guidance can save them potentially thousands of pounds in the long run, and a lot of stress to boot. We can even help make them money. For example, we review dozens of contracts every month and have the market-wide insight to know whether any terms they’re about to agree to are favourable, or will create issues like keeping them waiting too long for invoices to be settled.”

To find out more about James Legal’s monthly support packages, contact them via (01482) 225566 or info@jameslegal.co.uk

James Legal is launching the fourth year of its annual Inspiring Business campaign, aimed at helping small businesses in the Yorkshire and the Humber region grow to the next level.

Featuring quarterly seminars and an annual competition with a £20,000 business support prize, we will be announcing our 2019 winner at the first event of 2020, on Wednesday 25 March at the Hallmark Hotel, North Ferriby.

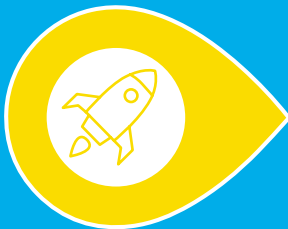
To find out more and book your FREE place at the March seminar, visit www.jameslegal.co.uk/inspiring-business

Join our business community

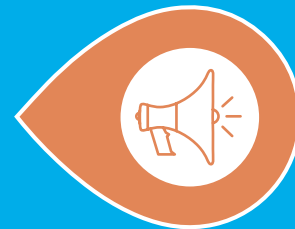
“Supporting each other in challenging times, and celebrating each other’s achievements”

Our business club brings people together, connecting businesses, and working together to help individuals, teams, and the local economy to grow.

PERSONAL & BUSINESS
GROWTH



PR & PROMOTIONS



ADVICE &
SUPPORT



NETWORKING



CONNECTIONS &
INTRODUCTIONS





Phone a Friend

**FOR WHEN YOU NEED TO
USE A LIFELINE**

Don't struggle on your own searching for the answers...
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