

biz4Biz

Insight

JUNE 2022 | ISSUE TWENTY NINE

THE VOICE OF BUSINESS IN HERTS. BEDS & BUCKS & CAMBS

A portrait of Nicki Chapman, a woman with blonde hair, smiling. She is wearing a dark blue top with a vibrant floral pattern in white, orange, and blue. The background is dark blue.

**WE WELCOME OUR AWARDS HOST NICKI
CHAPMAN**

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PUTIN'S WAR IS A CATALYST OF CHANGE

Globalisation has been a project of the past 30 years with businesses travelling the world in search of low cost production.

The relative safety and security during this period encouraged organisations and governments to lower their tariffs and their guard to any form of infiltration.

This single process has enabled a much wider choice of products, product pricing and volume supply and at the same time, has kept a lid firmly on inflation.

Re-shoring or the act of bringing production processes closer to home, has been taking place now for a number of years as businesses have become nervous of the impact from a potential lack of supply and the desire to exercise greater control, but still the vast majority of businesses have clung on to their old ways and maintained their longstanding import arrangements.

When Putin's tanks rolled into Ukraine's sovereign territory the concept of safety and security within the world radically reduced.

Air travel became restricted and sanctions have justifiably been applied with a sudden shock to the world that product supplies will and can be interrupted by one nation's attack on another.

Looking back over the past 10 years this desire for security and sovereignty has been demonstrated by Brexit, underlined by the Covid pandemic and the necessity for local decisions and the fear now further enhanced by the war in Ukraine.

Everyone is mightily surprised that inflation has arrived, but it is not before time either. Whilst commodity and energy costs are soaring from



this uncertainty, there is now a much greater need to focus on our own destiny and our place in the world.

Successive governments have created the energy poverty that we now face by not grasping the necessity for sovereign supply and whilst we only import 5% of our gas from Russia, we are held to ransom once more by the world order and the international price for gas.

Now is the time to be introspective. The UK has a trusted image of democracy worldwide and is well known for innovation and product quality.

Once we have supported our own needs we have a golden opportunity to trade internationally with those seeking a trusted supply route and this will undoubtedly boost our standing in the world once more!



ADRIAN HAWKINS, OBE

Chairman biz4Biz,
Publisher Insight Magazine

A LETTER FROM OUR EDITOR

In business there is nothing quite like getting on the front foot. And in the last couple of months we have seen more than that from the biz4Biz organisation which is back at the forefront of business in Herts, Beds, Bucks and Cambs.

And as if proof were needed that it is central to the activities of this area, then the pages of this latest Insight magazine testify to all the great work which is going on. In was just a couple of months ago in March that we held the Sustainability Conference at Rothamsted.

As you will see from the report, images and video in this edition, it was such a success that a new forum has now been crested as a response.

ConneXions networking events also proved popular pre pandemic and they have returned with our first a superb sell-out at Novotel when the Stevenage regeneration took centre stage.

There is another on June 23, make sure that you book your place now!

And then of course tracking business brilliance for the past year is the biz4Biz Awards which will take place this year on July 8. We have gone through the judging stage and our shortlist has been made. More on that in our next edition but for the now it's time to make sure that you are at the event and to book those tickets now.

Of cours this edition of Insight also has a host of great news and features not just from our regular contributors, but also to the growing membership of the biz4Biz organisation.



Insight Editor Darren Isted

Life, as with business, is what you make it, and we are determined to make 2022 a year to remember for all the right reasons.

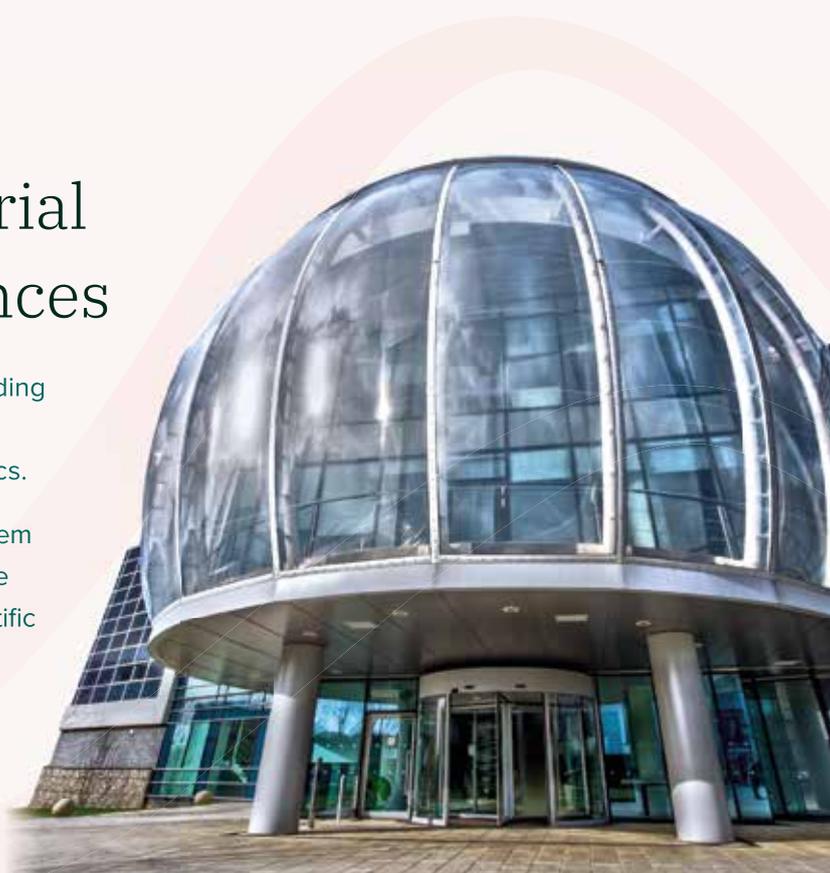


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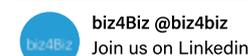
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REAL-TIME ONLINE SANCTIONS TRACKER LAUNCHED TO HELP MANUFACTURING BUSINESSES

Any business involved in international trade, whether importing, exporting or part of the supply chain is faced with a rapidly changing regulatory environment.

In particular manufacturers, distributors, and SMEs need to keep up with the changing global sanctions due to the Russia Ukraine crisis.

Coriolis Technologies and the Institute of Export & International Trade (IOE&IT) have partnered to launch an online sanctions tracker to help businesses navigate the complexity of trading restrictions imposed on Russia, and Belarus, in the last few weeks.

The dynamic tool is free to use and covers US, EU and UK sanctions against companies and individuals, dual-use goods, and specifically sanctioned goods.

Unlike other static sanctions trackers in the market, the real-time sanctions tracker aggregates data directly from a range of global government sources, including UN, EU and UK dual-use goods lists, the UN, US and EU Consolidated Screening Lists, and US Sanctions List (OFAC), among others, before presenting the information in a dynamic, searchable database.

As new sanctions are released, new and relevant sources will be added to ensure that the most up to date and

available information is present in the tracker.

Users can search the following:

- Dual-Use goods;
- US Sanctioned persons;
- US Sanctioned companies;
- UK Sanctioned persons;
- UK sanctioned companies;
- EU Sanctioned persons;
- EU sanctioned companies;
- OFAC Sanctions - Specially Designated Nationals;
- OFAC Sanctions – Consolidated; and Sanctioned goods, including luxury goods, oil and gas.

The real-time global sanctions tool can be [viewed online](#).

Institute of Export & International Trade director general, Marco Forgione said: “It is imperative in times like these that traders have access to the right information, advice and guidance, to ensure that they comply with sanctions wherever they are in the world.

The technology behind the Sanctions Tracker has been developed to help businesses ensure they do that.

“The IOE&IT is committed to supporting exporters to trade with confidence. Being able to access real time information on which sanctions will impact them and will help to keep legal trade flowing.”

We stand with

UKRAINE

Coriolis Technologies Chief Executive, Dr Rebecca Harding said: “In troubling times, I am proud to be able to divert resources from the development of our recent ESG tracking tool to build something reactive that can help SMEs navigate in a rapidly changing landscape.

Coriolis Technologies is committed to applying our research, technology and workforce to help SMEs access all aspects of the industry. We believe that the real-time sanctions tracker will allow them to identify sanctions that will impact their world quickly.”

The IOE&IT have been doing a lot to help British businesses around Russia and sanctions since the start of the Ukraine crisis.

They hosted a webinar for around 1400 businesses on ‘How to comply with trade sanctions against Russia’. You can find a link to this webinar below on YouTube.

How to comply with trade sanctions against Russia webinar-



WORKING LUNCH AT THE STEVENAGE BIOSCIENCE CATALYST

Staff at the Stevenage Bioscience Catalyst enjoyed a working lunch with a difference recently.

Over a pizza meal, they heard from Tom Pike, deputy CEO at Stevenage Borough Council who spoke about the regeneration plans for the town. Tom discussed how the plans have come about, progress which has currently been made, and what hopes there are for the future of the town, both in terms of development but also leisure and housing as a result of the £1bn scheme.

Andy Webb, business development director of Barclays UK then gave a session on services which are offered to both individuals and SMEs in Hertfordshire and other areas.

The event at the catalyst, which is a leading location for companies to develop and commercialise cutting-edge therapeutics, was hosted by Stevenage Development Board chairman Adrian Hawkins.



SUSTAINABILITY CONFERENCE FOR HERTS LAUNCHES A NEW FORUM AND STARTS THE JOURNEY TO NET ZERO CARBON

Business leaders and key organisations came together for a remarkable Sustainability Conference which was organised by biz4Biz. Held at Rothamsted Research, Harpenden, the event was the chance for many to share their journey to deliver net zero carbon and to discuss new approaches to sustainability in the workplace and beyond.

Led by Adrian Hawkins OBE, chairman of Stevenage Development Board, biz4Biz and former Herts LEP deputy Chairman, the event saw a host of speakers take to the floor including MP Bim Afolami, Richard Roberts, Leader of Herts County Council and Richard Whitehead Herts IQ chair.

With extensive networking, a vast number of stalls from supporters and sponsors and also panel sessions, there was even the chance to hear about the Herts Clean Growth Strategy which was launched at the event and is titled Towards Net Zero - A strategy for Clean Growth.

Commenting on the Sustainability Conference, Adrian Hawkins said: "This has been a most remarkable day and a chance for us to show just what can be done, and what needs to be done.

"The wealth of insight and advice which was in the room today has totally blown me away, this is a very difficult subject for many to grasp but it is going to be at the very top of the agenda for us all in years to come and everyone left knowing that support is out there.

"A number have people have asked me what they should do about sustainability in their business and in their lives and I think the best advice I heard today was just get started. Understand that action needs to be



taken now and start by getting advice and beginning your journey however you can, it really is that simple."

The event has also marked the launch of a new sustainability forum which will become a hub for good advice and best practice on sustainability and the transition to net zero.

Other speakers on the day included Stephen Ainsworth (Barclays), Andrew Griffiths (Planet Mark), Leon Reed (Verisio), David Hawes (NetZero International) Rondi Allan (Sustainable X), Phil Webb (Investors in Community), Monica Kanwar and Yanina Aubrey-Gimenez (University

of Hertfordshire), Mark Pashley (Mercer and Hole) and Marco De Benedictis (Barclays).

The event was sponsored by Barclays, Rothamsted Research, Herts LEP, Herts Growth Board, Herts Climate Change and Sustainability Partnership, Herts IQ, RHG Insurance, Mercer and Hole, University of Hertfordshire.

For more information about Sustainability Biz and about the issues raised by the conference please contact biz4Biz Secretariat: 0330 9002 777 or go to www.biz4biz.org





A group of people in business attire are engaged in conversation at a networking event. In the foreground, a man in a dark suit is talking to a man in a grey blazer who is holding a white mug. Other people are visible in the background, some holding drinks, in a well-lit indoor space.

FREE LAB AND OFFICE SPACE FOR START-UPS AT STEVENAGE BIOSCIENCE CATALYST

Stevenage Bioscience Catalyst (SBC) is offering free lab and office accommodation for start-ups – and space is available now. In addition to free accommodation, Lab Hotel occupiers receive scientific and business support, access to SBC's networks and introductions to investors to help their business grow and develop.

George Tetley is the Chief Scientific Officer at ImmTune Therapies which has recently moved to new accommodation at SBC. He says, "The Lab Hotel provided us with a superb 'off the shelf' facility which enabled us to get going in the lab rapidly and make big steps forward." George adds, "This makes a huge difference to small start-ups like us, by eliminating most of the capital costs (which could run into hundreds of thousands) and allowing us to generate IP in-house to our own time scales.

The Lab Hotel at SBC made an enormous difference to us last year

and will do so in future for other small companies."

As part of its commitment to supporting early-stage start-ups, SBC opened the Lab Hotel in 2020. Its purpose is to support start-ups working in advanced therapeutics and drug discovery to develop their innovations and secure their next round of funding.

Dr Sally Ann Forsyth OBE is CEO at SBC. She says, "Providing support for translation of early-stage research is part of SBC's vision. Our Lab Hotel has now offered space to seven biotech start-ups with more to come soon." She adds, "The Lab Hotel gives young life sciences companies access to the facilities and support they need to take their innovative ideas to the next stage. It is fantastic to see these fledgling companies develop and grow."

The Lab Hotel can accommodate up to four start-up companies for

six months at any one time. Having benefitted from the Lab Hotel, many existing occupiers have expanded into larger lab and office space within SBC.

Recent occupiers of the Lab Hotel include Oppilotech, Stratosvir and ImmTune Therapies which have all gone on to take larger spaces within SBC. Ladder Therapeutics is one of the current occupiers with more new start-ups due to join soon.

SBC is a leading location for the development and commercialisation of cutting-edge therapeutics. Around 40 life sciences companies are based at the SBC campus, creating an exciting, knowledgeable and collegiate community where interaction and collaboration are the norm.

To find out more about the Lab Hotel or make an application, see [SBC's website](#) or email hugo.villanueva@stevenagecatalyst.com.

BIOSCIENCE CATALYST LAUNCHES ACCELERATOR PROGRAMME

Stevenage Bioscience Catalyst (SBC) has launched an accelerator programme to give start-ups working on data-enabled drug discovery, genomics and advanced therapies the skills they need to get potential new drugs and therapies to market more quickly.

The programme, which is offered at no cost, runs from May and is aimed at supporting start-up companies working to discover new drugs and therapies. Those selected will take part in an 18-week programme giving them the opportunity to network and learn from experts in the pharmaceutical and biotech industries. Start-ups will be able to build their expertise in structuring deals, accessing data, intellectual

property and attracting funding. At the end of the programme, founders will have the chance to pitch their idea in front of leading investors and pharmaceutical experts.

Dr Sally Ann Forsyth OBE, CEO at SBC, said, "At Stevenage Bioscience Catalyst, we are committed to enabling life science companies to connect, grow and succeed at every stage of their development. We are absolutely delighted to launch this programme which will help start-ups build their expertise, supporting them to establish the funding and relationships they need to move to the next level.

In addition, the start-up with the best pitch at the end of the programme will

be awarded £10,000 to continue their development."

SBC first launched the DATA accelerator programme in 2021. 15 start-ups were selected to take part.

Dr Noor Shaker, CEO and Founder of Glamorous AI, commented, "Before being acquired by X-Chem, Glamorous AI took part in SBC's DATA accelerator programme. Through the programme we have been able to expand our network and attend expert talks by thought leaders in the pharma and biotech industry."

To apply or find out more about SBC's DATA accelerator programme, visit www.stevenagecatalyst.com/accelerate/

Team mate a no show?

#checkinwithyourteam



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Around half won't tell anyone they're a victim.

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CHECK IN WITH YOUR COLLEAGUES IT'S MORE IMPORTANT THAN YOU THINK



**Herts
Domestic
Abuse
Helpline**

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In the run up to the World Cup, many workplaces will be socialising through sports and physical exercise.

With all the enjoyment that these events bring, it can be easy to forget our colleagues who may be experiencing domestic abuse in silence. This is especially true for men.

Even though one in six men will experience domestic abuse in their lifetime, around half won't tell anyone they're a victim.

Victims of domestic abuse often feel unable to talk to anyone about what they're going through. The thoughtful actions of someone in their workplace can be critical in breaking the isolation around their abuse.

So, in your workplace and dressing rooms, keep an eye out for the following signs of domestic abuse:

- ***Obvious physical injury or bruising***
- ***Stress, jumpiness, or increased fatigue***
- ***More presenteeism or frequent absences and lateness***
- ***An increased use of alcohol or drugs, including prescription drugs***
- ***An overly controlling partner***

If you do spot any of the above, The Hertfordshire Domestic Abuse Helpline can speak to you confidentially, and offer you support and guidance on what to do.

We are a free, confidential, support and signposting telephone and email service. We speak directly to victim-survivors, as well as their friends, family, co-workers and employers about how to help. We are open 9am - 9pm on weekdays and 9am - 4pm on weekends.

To make colleagues and teammates aware of the signs of abuse and the importance of checking in, talk to them about the issue. And use the hashtag #checkinwithyourteam on your social channels today.

Let's end the silence around domestic abuse together.

Find us:

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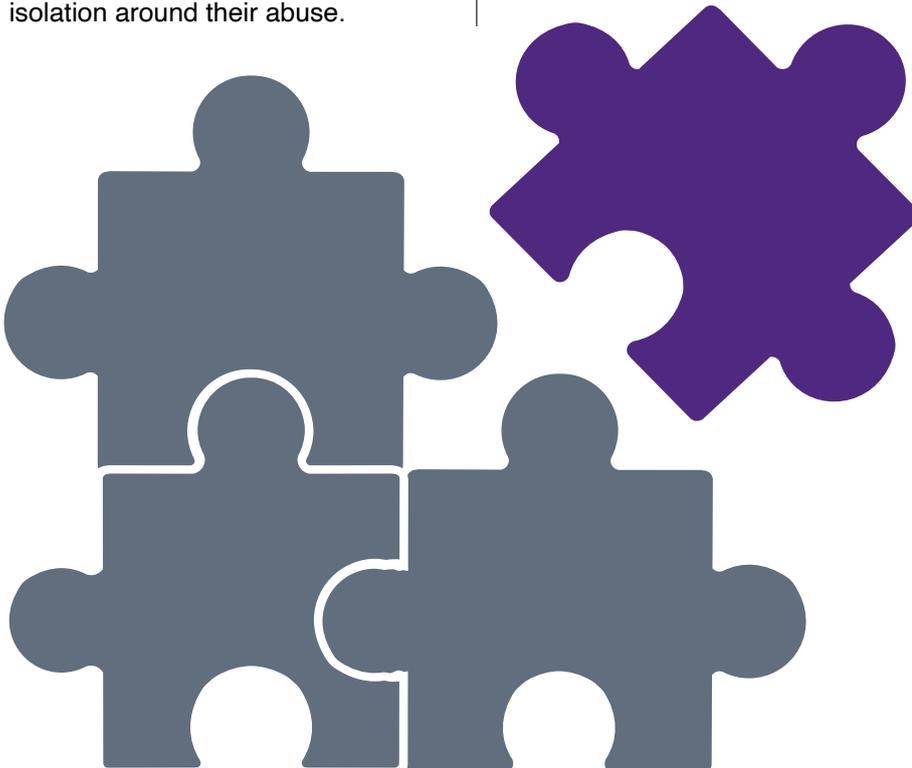
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MARCH ROAD TEST :

Ford Kuga

Once upon a time Ford dominated the British domestic car market with major production units at Dagenham and Hailwood. Those times are long gone. Ford retreated to mainland Europe for its right-hand drive cars. Maybe the product was wrong “Mondeo Man” a relic from the past. Motoring journalists were abandoned with even members of the Guild banned from road testing cars once they reached 70 mph.

Thankfully things have changed and with a fine range, and real quality, today’s Ford cars can match anything that is emerging from the Far East and Europe. One could say they have been electrified. And ‘senior’ writers, such as BTN’s Editor-in-Chief, can review the products with a road test.

The SMMT open day at Oakley Hall provided an eye-opener on an interesting product range and the offer of a loan Kuga. An all-electric Mach-E is promised for the future but there is a long waiting list. See [BTN 11 October 2021 MOTORING: SMMT at Oakley Hall, Hampshire.](#)

The Kuga Plug-In Hybrid was the best-selling PHEV (Plug-in Hybrid Electric Vehicle) of any brand across all European markets in 2021 and outsold its nearest segment rival by more than 17%. Sales of plug-in hybrid and all-electric vehicles accounted for 19% of all new vehicles traded in 2021, compared to 21.7% for diesel-engine vehicles, and more than half of all Kugas sold in 2021 were plug-in hybrid or full hybrid. Ford says that Kuga drivers potentially each saved in one year the equivalent CO2 emissions of a return trip from London to Buenos Aires.

“Not every customer is in a position to jump straight from petrol or diesel to a fully electric vehicle. That’s why we designed our Kuga Plug-In Hybrid



The Ford Kuga is an attractive car.

to offer the best of both worlds, and selling more than any other PHEV in Europe suggests we have the recipe just right,” said Glen Goold, Ford Kuga Vehicle Line Director. “Ford is committed to an electrified future, and cars like the Kuga Plug-In Hybrid are helping customers take that step with us”.

The art of driving is changing too. When your reviewer first took to the wheel he was told not to use the brakes coming down hills for instance, the then drum devices expensive to replace, and with inadequate tyres skidding a real possibility. Use the gearbox one was told. Not so today. Two pedal foot controls, wonderful disc brakes and superb tyres mean that self-charging cars are energised by using one’s feet on a descent (and I drive two-footed).

My regular grumble with a week’s loan is that the time is too short to learn one’s way around any modern car. If you are actually purchasing one your salesman will (normally) ensure a proper handover and briefing with the product. These days it is no longer just a finger pointed to where the key goes in, and “it’s over there” for the reverse. On the Kuga I counted 20 (at least) control functions, from a driver’s impairment monitor (whatever that is), to the bleeper (excellent) for lane keeping. But I had to find out for myself.

First impressions count. Entry is keyless, the power start button easy to find, and the ‘twist’ central control rotary dial very slick with various settings.

From the outside the car does look very smart with 19inch machined finished alloy wheels, red brake callipers and stylised black roof rails covering the power operated sunshine roof. The front when drive SUV sits up higher than normal saloons without appearing to tower over its contemporaries.

With a 0-60 of 9.2 seconds the test Kuga, a 2.5 Duratec model was never going to win a traffic light grand prix, but at 70mph on the motorway in cruise control mode it is effortless motoring at over 50mpg, a real plus in these expensive petrol days.

When it comes to progress on our increasingly poor road infrastructure the damping is excellent and after a while it becomes easy to judge just what speed one can progress over the bumps without upsetting the well snuggled passengers including up to three very comfortable in the back. As for handling, whilst not a sports car, I judge it to have plenty agility and poise, perhaps even entertaining. The Kuga comes with a whole host of what used to be ad-ons. These include front and rear heated seats and heated steering wheel. Privacy glass as well and heated and powered folding mirrors with



The 'twist' central control rotary dial.



Everything comes to hand nicely with the interior.



Even from the rear the Kuga is a smart looking car.

puddle lights. There is a hands-free power tailgate, the button quite high for those of a short stature. The flexible rear seating slides forward or backward to suit your needs, increasing the rear storage capacity by 67 litres when folded so you'll have no trouble packing anything in.

With front and rear cameras the parking sensors are a bonus, and no excuse for bumps at either end!

With the test car the Chrome Blue paintwork (£600) was an extra, likewise the very useful charging pad for a suitably equipped mobile phone (£150). What is termed the 'Driver's Assistance Pack' is also charged (£1,100) including a front camera, Adaptive Cruise Control with Traffic Sign Recognition, Blind Spot Information System (BLIS), Intelligent Speed Assist (ISA), the already mentioned driver's impairment monitor, Active Park Assist (great fun once you understand how it works). The 'Technology Pack' (£550) has LED glare-free headlights and my one real criticism of the car, a poor 'Head Up Display' shown very low in front of the driver. Stay with the excellent sat nav.

Ford have decided to do away with the traditional information handbook and rely on an App. A big mistake when you are trying to find the fuel release button. Please supply Mr Ford.

The on-the-road price is £38,000 but the extras make the final total as tested £40,500. See your local dealer for a discount, or take it on a lease. There are plenty of Kuga variants starting from £23,000.

- Performance 7
- Handling 8
- Transmission 9
- Noise 8
- Economy 7
- Ride and Comfort 7
- Accommodation 7
- Styling 7
- Brakes 8
- Finish 8
- TOTAL 76%**

www.ford.co.uk/cars/new-kuga

CONNEXIONS IS BACK WITH DISCUSSION OF £1BN STEVENAGE REGENERATION

biz4Biz ConneXions networking lunch returned with an event at the Novotel Stevenage recently which was a sold out success!

Guest speaker Tom Pike, Deputy CEO at Stevenage Borough Council, spoke about the Stevenage Regeneration Project and what it means for residents and local businesses.

Tom explained how Stevenage, which was the UK's first New Town, is undergoing a 20-year, £1bn regeneration programme that will bring to life the benefits of living and working in the town.

The regeneration project will restore Stevenage to its former glory by creating a new and vibrant place where people can live, work and play.

Summing up the strategy behind the project, Tom said:

“The aim is to capture the opportunities presented by the regeneration of the town and some of the thriving STEM businesses – including a world-class life sciences cluster – to help create jobs and skills opportunities for local people, as well as to help create a thriving local economy.”

Also present was Adrian Hawkins OBE, who is Chair of the Stevenage Development Board.

Adrian welcomed Tom and also launched the Stevenage 75th anniversary book which is available to buy at the link below.

Among those enjoying a delicious three-course meal and an opportunity to network, make new business contacts and discuss issues of interest with like-minded business people were a host of new members and guests such as new Stevenage FC CEO Dominic Jordan and Stevenage Borough Council Chief executive Matt Partridge.







The entries are in, the judging has been completed and now it's time to secure your tickets for the 2022 biz4Biz Awards

And hosting the event which will be held at Tewin Bury Farm Hotel on July 8 will be none other than TV presenter Nicki Chapman.

Best known for presenting such programmes as the BBC's Wanted Down Under and Escape to the Country, Nicki Chapman is a much in demand broadcaster Niche also stands in for Zoe Ball on BBC Radio2's Breakfast Show and Sarah Cox's DriveTime.

In addition, she covers for Vanessa, Claudia Winkleman, Paul O'Grady and Lisa Tarbuck.

Instantly recognisable and hugely likeable, Nicki is a gifted speaker and highly skilled event host, and she will bring a real sparkle to the awards which are impartial, expertly judged and open to all those involved in a business.

Nicki is also known for continuing her role as a judge on ITV/19's Pop Idol, reuniting with Simon Cowell and alongside Pete Waterman and Dr Fox. She has also gone to present shows including The Morning Show, Sunday Style, Castle in the Country, BBC Breakfast News on location, Holiday, Holiday 10 Best and Holidays at Home. For Sky1 Nicki was involved in Made in LA, The Great Gardening Challenge for C5

NICKI CHAPMAN TO HOST AWARDS



and Soapstar, Superchef and Best Ever Worst Auditions for ITV1.

She will be hosting a star-studded night for the independent awards that can be won by anyone involved in a business in Hertfordshire.

Since their foundation the aim of the biz4Biz Awards is to seek out examples of being the best at what we do. Companies have nominated themselves or been nominated by the general public.

The third annual biz4Biz Awards in 2019 proved a huge success. With Barclay's as the main sponsor and hosted by popular Broadcaster and Television personality, Fiona Bruce, the Gala dinner honoured local businesses with an evening of magic, music, and merriment!

Finalists and guests mingled with local charities, fellow members of the biz4Biz business network and representatives from the companies who kindly sponsored the event and the night was enjoyed by all who attended.

Missing from our calendar for the past two years due to the pandemic, the fourth awards are sure to be a night to remember.

All nominees will have the opportunity to publicise their businesses on The biz4Biz Awards website with award winners having full on-going publicity following the awards ceremony.

The glittering biz4Biz Awards ceremony will take place on 8th July 2022 at Tewin Bury Farm Hotel, Welwyn, Hertfordshire, AL6 0JB.



[VISIT AWARD SITE](#)



FINALISTS

BEST APPRENTICESHIP

- Anglian Country Inns
- EMICO
- Hertfordshire Building Control
- John O'Conner
- KEITS Training Services Ltd
- Sporting Futures Training

BEST CORPORATE SOCIAL RESPONSIBILITY

- Flamingo Horticulture
- Hertfordshire Mind Network
- Hertfordshire Independent Living
- Home-Start Hertfordshire
- The Counselling Foundation
- University of Hertfordshire

BEST EMPLOYMENT SERVICES PROVIDER

- Adversa Recruitment Ltd
- Best Start HR
- Extrastaff Ltd
- KEITS Training Services Ltd
- KM4HR
- Solveway Apprenticeships
- The Counselling Foundation

BEST FAMILY BUSINESS

- Adversa Recruitment Ltd
- Anglian Country Inns
- Castaway Cottage
- John O'Conner
- Naturally Organic
- The Accountancy Practice

BEST LEGAL, ACCOUNTANCY AND FINANCIAL SERVICES PROVIDER

- Crane & Staples
- Debenhams Ottaway Solicitors
- Mercer & Hole
- The Accountancy Practice

BEST MARKETING SERVICES PROVIDER

- Alchemy Creations
- Beaver Trison
- Cariad Marketing
- Focus7 International
- Rockitfish
- Wirebox

BEST SMALL BUSINESS AWARD

- CHEXS
- Garden House Hospice Care
- Handmade in Harpenden
- Jackies Drop In
- Midnight Blue Marketing
- The Living Room

BEST SUSTAINABILITY & ESG AWARD

- Beyond Governance
- Flamingo Horticulture
- JPA Workspaces
- Mama Bamboo
- Solinvictus SES
- University of Hertfordshire

BEST TECHNOLOGY SERVICES PROVIDER

- Beaver Trison
- Climbing Turn
- EMICO
- Protech-Solutions
- The ICE Way
- Wirebox

BUSINESS RESILIENCE AWARD

- Farr Brew
- Garden House Hospice Care
- Hertfordshire Mind Network
- Mad Squirrel Brewery
- University of Hertfordshire

BUSINESS SERVICES OF THE YEAR

- Cariad Marketing
- Co-Space Stevenage
- Crane & Staples
- Hertfordshire Building Control
- Mercer & Hole

COVID HERO AWARD

- CHEXS
- Garden House Hospice Care
- Hertfordshire Community NHS Trust
- Hertfordshire Mind Network
- Hertfordshire Independent Living
- Stevenage Football Club Foundation
- The Counselling Foundation
- The Living Room

LARGE BUSINESS OF THE YEAR

- Anglian Country Inns
- Beaver Trison
- EMICO
- Flamingo Horticulture
- Kane International
- Mad Squirrel Brewery

MADE IN HERTS

- CU Phosco Lighting
- Farr Brew
- Handmade in Harpenden
- JPA Workspaces
- Kane International
- Mad Squirrel Brewery

NEW BUSINESS OF THE YEAR

- Castaway Cottage
- Midnight Blue Marketing
- Naturally Organic
- Redway HR
- Tracy's Treasured Keepsakes
- West End Barns

SME BUSINESS OF THE YEAR

- Alchemy Creations
- Beyond Governance
- Cariad Marketing
- Focus7 International
- Handmade in Harpenden
- The Accountancy Practice

MEET THE JUDGES

ADRIAN HAWKINS OBE



Adrian Hawkins OBE, is the chairman of biz4Biz and the current chairman of the Stevenage Development Board which is overseeing the regeneration of the new town.

Adrian is also the former deputy chairman of the Hertfordshire LEP and headed the LEP's employment board, with a special emphasis on education and training for our young people. In a varied business life Adrian was the founder of Weldability SIF, an innovative manufacturing firm based in Letchworth Garden City which he has since sold.

KEITH MIDDLETON



Keith previously served as a partner in George Hay and was instrumental in setting up their Letchworth Garden City office in 1982.

During his time at George Hay, Keith built a strong reputation for providing sound advice to a wide variety of businesses where he specialised in supporting family owned companies and new start-ups.

TIM BAUGH



Tim has worked in sales and marketing for 30 years and has a wealth of experience from creating marketing plans to executing PR campaigns from branding and corporate design to copywriting, web design and using social media to build a strong brand image. He is the co-founder of Howardsgate – the company helps small and medium sized businesses market their

ANDREW SYKES



Andrew is Chairman of rhg Insurance Brokers and manages personal covers for the owners and directors of commercial businesses. He is a past president of his local professional institute and considers technical expertise to be at the heart of the advice and policy wordings he provides.

MICKY KOSOWYCZ



In the UK Barclays are a fully diversified Retail, Corporate and Business Bank, supporting SMEs through a wide variety of mainstream and digital banking products; offer more than 80 products and services with all you need to succeed alongside a first in class and the most widely adopted Business Banking App in the UK. We are continually building our own products and a strong network of partners. Whether you are starting up or scaling up we've got a range of borrowing options to meet your needs with access to a close-knit team of Relationship Managers, Specialists and Business Development Managers.

Barclays has been lending and protecting money for businesses for over 300 years.

Barclays has a strong and longstanding commitment to managing the environmental and social impact of our business. In March 2020 we announced our ambition to be a net zero bank by 2050 becoming one of the first Banks to do so. Micky is passionate about supporting SME Businesses to grow and meet their aspirations and has done so for over 20 years along with leading a strong team to support clients across the Region.

IAN TAYLOR



Ian Taylor is a highly experienced business advisor and financial services professional, with more than 30 years expertise in senior executive roles with Barclays and BNP Paribas: building successful and award winning teams, developing robust, long term client relationships, and leading a series of complex market related projects: making commercial ambitions a practical reality for more than four decades.

He is also passionate about ESG, and committed to ensuring cultural as well as disability diversity and inclusion within the workplace. He has been appointed to a number of board level and public positions: Regional director of Barclays (Hertfordshire and NW London) since 2010; Regional director with BNP Paribas Fortis from 2003 to 2010. Ian is a board member of St Albans City of Expertise CIC. Amongst extensive professional training, highlights include successfully completing the Larger Business Programme at Henley Management College, and Ian was chosen from many candidates to attend the Insead CEDEP General Management Programme. He is an associate of the Chartered Institute of Bankers.

RICHARD GVERO



Richard specialises in employment law and regularly helps businesses and individuals with a broad spectrum of staffing issues, including company restructures and redundancy, disciplinary and grievance processes, TUPE and other employment aspects of commercial contracts and all types of employment dispute, including unfair dismissal and discrimination claims. His team is ranked in The Legal 500 and he is personally ranked in Chambers UK.

JOHN WIBLIN



John has had a distinguished legal career dealing with all manner of commercial disputes. He specialises in shareholder and partnership disputes, theft and misuse of commercially confidential information, copyright and trademark infringement, and matters relating to the recruitment industry. He is a Solicitor-Advocate with the right to appear in any court in England and Wales and a qualified Arbitrator and Mediator. John is also individually ranked in Chambers UK and his team is ranked in The Legal 500.

MICHAEL BUDD



Michael is a corporate specialist advising on a broad spectrum of matters, including acquisitions and disposals, restructurings, management buy-ins/outs, joint ventures and corporate finance. Michael has successfully assisted a range of clients from SMEs to large corporations and global businesses. His team is ranked in The Legal 500 and Michael himself is recommended in the guide.

MIRANDA MULLIGAN



Miranda is a solicitor specialising in advising both businesses and individuals on employment law. She has experience bringing and defending employment tribunal proceedings, as well as being an accredited mediator. Miranda also helps her clients with contracts of employment, consultancy agreements and settlement agreements. Miranda is ranked as a Rising Star in The Legal 500 and as an Associate to Watch in Chambers UK.

PAULO LOPEZ



Paulo Lopez is responsible for all client engagement / account management activity across Hart Learning & Development for apprenticeship, employability, fully funded and commercial revenue streams. Liaising with diverse teams and stakeholder management between board and senior managers across three Hertfordshire based sites in Stevenage and Hitchin. Following the judging process he said: "I loved every moment, listening to the passion of business owners and sharing their success stories too".

MENA CALDBECK



Mena Caldbeck has been the Business Relationship Manager at Stevenage Borough Council for the past five years. Her role has seen her lead on business support and strategic engagement to provide solutions to businesses and identifying new opportunities for business growth. She is also the lead contact at Stevenage Borough Council for businesses, supporting collaboration and a flow

of information between Stevenage Council and the business community. Mena has played a key role in the strategic direction for the promotion of Stevenage as a place for inward investment to attract further investment and growth and in supporting the future regeneration of Stevenage to provide a more attractive commercial business environment.

MARTIN WILLIAMS

Martin has been with George Hay since 1998. He qualified in 2001 and at that time took over as Audit Manager at their Letchworth office. Martin was made a Partner in April 2013.

Martin has a wealth of experience in auditing a wide variety of small and medium size enterprises, including FCA regulated companies and Charities. He is also heavily involved in assurance reporting, including ISAE 3402 and due diligence work for sales and acquisitions.

DUNCAN NICHOLSON



Duncan Nicholson qualified as a solicitor in 1996 having started his legal career at Shoosmiths & Harrison in 1994. Duncan's career has taken him to Birmingham and to London where he worked for international legal practices before he joined Tollers as a Partner in 2006 in order to provide specialist advice on Corporate Recovery and Insolvency matters. Duncan remains a leading advisor in the East

and South Midlands to Insolvency Practitioners and businesses and individuals affected by Insolvent events. In September 2011 Duncan was appointed as Tollers' Managing Partner, a post he still holds today.

KAREN BURNES-HATTERSLEY

Karen Burnes-Hattersley is the Executive Assistant to the Airbus Site Director in Stevenage, Keith Ellis. Her focus is on supporting the development of the site, enhancing the engagement and collaboration between colleagues and Airbus' interaction with the local community. Prior to this role, Karen was the Events and Exhibitions Manager for Airbus Defence and Space in the UK which stemmed from a background in Marketing Management. Karen is a graduate of Public Relations at the London Metropolitan University. Her spare time is spent with her family and friends in her hometown of Hitchin.

ANDY WEBB A.C.I.B.



Andy is a Business Development Director for Barclays UK in Hertfordshire. Andy has more 30 years' experience in business banking, and has been based in the Hertfordshire business community since 2004. Andy was a Business Relationship Director for 5 years prior to his current role and his current focus is to understand and support clients looking to move their business banking to Barclays. Working with the local relationship teams, Andy provides them with the banking facilities, and ongoing support to help them grow and prosper.

GEORGE HAY CHARTERED ACCOUNTANTS PURSUE VISION FOR THE FUTURE WITH APPOINTMENT OF THREE ASSOCIATE PARTNERS

In line with a commitment to futureproof the firm, drive it forwards and to continue to deliver what businesses of today and tomorrow need, George Hay Chartered Accountants has appointed three Associate Partners.

Barry Jefferd, Senior Partner at George Hay, said about the announcements, "Effective 1st April 2022, I am delighted to announce the appointments of Caroline Hicks, Emma Wilsher and Samantha Green, three long-standing and valued members of the team, in recognition of their respective achievements and the contributions they have made to the development of the firm.

"Having been working with businesses and individuals across Cambridgeshire, Bedfordshire and Hertfordshire for over 80 years now, we are readying ourselves to approach the next 80 with enthusiasm, ingenuity and purpose.

"We know that our new Associate Partners are eager to bring new ideas to the table and to play their part in furthering the practice, whilst showcasing the commitment we pride ourselves on to delivering quality service and trusted advisory support to our clients."

With a combined 45 years working for the firm, each with their own specialisms and with each being based at one of the practice's three offices, all existing and future clients stand to benefit from these appointments.

Commenting on becoming an Associate Partner, Emma said,



"Having settled into managing my own portfolio of clients, the opportunity to become an Associate Partner is one I'm very proud to have been given. I am looking forward to continuing to expand my portfolio, in line with my own interests and specialisms, and to working with my colleagues across the firm to develop George Hay and showcase all that we have to offer."

All three internal promotions come amid a period of organic change and growth within the business and are a step towards realising long-term plans for succession.

"Now is an exciting time at George Hay, with the change that we are driving and the growth that we are experiencing. I am thrilled to be able to play an active role in both elements of this, as we look towards the future of the firm and ensuring that we continue to keep pace with the industry as it evolves. I'm sure we

will continue to make great strides wherever possible and to think not just critically, but innovatively," said Samantha.

Samantha, Emma, and Caroline will step into their new roles, following a period of two years during which they have been looking after and developing their own portfolios.

On transitioning from Portfolio Manager to Associate Partner, Caroline said, "Having been with George Hay for over 22 years, I am delighted to have been made an Associate Partner. I am excited by the prospect of being able to use these years of experience to continue to develop the practice, and of being part of the future of a firm with such a long history."

Further information about George Hay, which has offices in Letchworth, Biggleswade and Huntingdon, is available at www.georgehay.co.uk.

GARDEN HOUSE HOSPICE CARE CHARITY DEAL A REAL SUCCESS



As a proud Ambassador of Garden House Hospice Care in Letchworth Garden City, a recent highlight of my charity work was to finally be able to support and celebrate our 30th Anniversary with a prestigious Gala Dinner at the Imperial War Museum Duxford.

Twice rescheduled due to the pandemic, a brilliant night was had by all, and thanks to the generosity of guests, sponsors and all who provided or purchased auction items, the Hospice was able to raise over £20,000. Above all else, it was an

opportunity to reflect and celebrate the many achievements at Garden House Hospice Care with supporters and staff whilst looking forward with enthusiasm to the future.

It costs over £5 million a year and £7,500 a day to run Garden House Hospice Care for its community across North Hertfordshire, Stevenage and surrounding towns and villages. Corporate fundraising and partnerships are vital to allow us to continue supporting our patients in need of our services over the next 30 years.

If you are interested in finding out about working in partnership with Garden House Hospice Care or think that this great cause can help your business reach its Corporate Social Responsibility goals please take a look at [GH Hospice Care](#) or contact the Corporate Fundraising Team on 01462 679540 or corporate@ghhospicecare.org.uk.

Link to photos taken at Gala Dinner by [Studio Six Photography](#)



Sarah Free, Charity Champion

Together we can leave a positive legacy of the COVID-19 pandemic and ensure we continue to stay connected to our loved ones when in hospital long after face-to-face visiting returns.

APPLE INTRODUCES THE MOST POWERFUL AND VERSATILE IPAD AIR EVER



The new iPad Air features the breakthrough M1 chip, ultra-fast 5G, a new front camera with Centre Stage, and more

Apple has introduced the new iPad Air with the Apple-designed M1 chip, delivering a massive leap in performance. Available in a new array of colours, iPad Air also features the new Ultra Wide front camera with Centre Stage for a more natural video conferencing experience, a USB-C port with up to 2x faster transfer speeds, and blazing-fast 5G on cellular models — starting at an even more affordable price. Advanced cameras and compatibility with the latest accessories enable users, including content creators, gamers, and students, to push the boundaries of creativity, productivity, and self expression.

The breakthrough M1 chip in iPad Air delivers a giant performance boost to even the most demanding apps and workflows, with incredible power efficiency and all-day battery life.¹ The 8-core CPU delivers up to 60 percent faster performance, and the 8-core GPU delivers up to 2x faster graphics performance compared to

the previous iPad Air. Combined with the CPU and GPU, a 16-core Neural Engine powers advanced machine learning (ML) functions that enable next-level experiences. From editing multiple streams of 4K video, to playing graphics-intensive games, redesigning a room in 3D, and more realistic augmented reality (AR), the performance of M1 enables users to do more than ever with iPad Air.

The Ultra Wide 12MP front camera with Centre Stage automatically pans to keep users in view as they move around. When others join in, the camera detects them too, and smoothly zooms out to include them in the conversation. So whether catching up with loved ones or learning remotely, Centre Stage makes connecting more engaging than ever. With the addition of Centre Stage to iPad Air, all iPad models now feature this magical experience.²

The 12MP Wide camera on the back of iPad Air lets users capture sharp photos and 4K video, scan documents, and enjoy amazing AR experiences. An end-to-end solution for photo and video capture, editing, and sharing, iPad Air is an incredibly

versatile and ultra-portable mobile studio.

Ultra-Fast 5G and Advanced Connectivity

Customers can do even more on iPad Air with faster wireless connectivity on the go. With 5G, iPad Air can reach peak speeds of up to 3.5Gbps in ideal conditions.³ With eSIM and Wi-Fi 6 support, iPad Air offers greater flexibility when users need to get connected — from accessing files, to backing up data, communicating with colleagues, or enjoying a movie with family and friends using SharePlay.

The USB-C port is now up to 2x faster than the previous generation, with data transfers up to 10Gbps, so importing large photos and videos is even quicker. The port connects iPad Air to a vast ecosystem of USB-C accessories, including cameras, external storage, and displays with up to 6K resolution.^{Accessories}

Apple Pencil (2nd generation) turns iPad Air into a digital journal and sketchbook users can take anywhere. With wireless charging and pairing, Apple Pencil delivers pixel-perfect

precision and imperceptible lag, making writing as easy and natural as using pen and paper.

The new iPad Air is compatible with Magic Keyboard, providing the best typing experience with its floating design and built-in trackpad; Smart Keyboard Folio, with its comfortable typing experience in a slim design; and Smart Folio covers, which come in beautiful coordinating colours — black, white, electric orange, dark cherry, English lavender, and marine blue — that complement the new iPad Air finishes.

iPadOS 15 Takes the Productivity and Versatility of iPad Air Even Further

iPadOS 15 delivers an experience that is designed to take advantage of the unique capabilities of iPad.

Multitasking is even more intuitive, making features like Split View and Slide Over easier to discover, easier to use, and more powerful.

Notes goes systemwide with Quick Note, and offers new ways to collaborate and organise, whether typing or writing with Apple Pencil. SharePlay makes it possible for friends and family to share experiences while on a FaceTime call. Whether users are hosting a viewing party, listening to an album together, or completing a fitness challenge with a friend, SharePlay keeps everything and everyone perfectly in sync.

iPad keeps getting smarter with advanced ML capabilities. Live Text uses on-device intelligence to recognise text in a photo and allow users to take action. For example, a snapshot of a storefront may reveal a phone number and the option to place a call.⁴

With next week's release of iPadOS 15.4 and macOS 12.3, Universal Control will enable users to work with a single mouse and keyboard and move between Mac and iPad for a seamless experience, with no setup required. Users can even drag and drop content back and forth between



devices — great for sketching with Apple Pencil on iPad and placing it into a Keynote slide on the Mac.⁵

Pricing and Availability

The new iPad Air is available to order from apple.com/uk/store and in the Apple Store app in 29 countries and regions, including the UK.

Wi-Fi models of iPad Air are available with a starting price of £569 and Wi-Fi + Cellular models start at £719. The new iPad Air, in 64GB and 256GB configurations, comes in space grey, starlight, pink, purple, and blue finishes.

iPadOS 15, the powerful operating system designed specifically for iPad, ships for free with the new iPad Air. iPadOS 15 is available as a free software update for iPad Air 2 and later.

Education pricing is available to current and newly accepted university students, parents buying for university students, and teachers and staff at all levels. The new iPad Air starts at £526.80. The second-generation Apple Pencil is available for £106.80, the Smart Keyboard Folio is available for £160.80, and the Magic Keyboard at £262.80. For more information, visit apple.com/uk/shop/education-pricing.

Apple Pencil (2nd generation), available for purchase separately, is compatible with the new iPad Air for £119.

Magic Keyboard for the new iPad Air is available in black and white for £279, with layouts for over 30 languages.

The Smart Keyboard Folio for the new iPad Air is available for £179.

The Smart Folio for the new iPad Air is available for £79 in black, white, electric orange, dark cherry, English lavender, and marine blue.

Customers can trade in their current iPad and get credit toward a new one. When their device has been received and verified, Apple will credit the value to their payment method.

Engrave iPad with a meaningful mix of emoji, names, initials, and numbers, all for free, available only at apple.com/uk/store or in the Apple Store app.

Apple provides customers with a number of services in store and online. From personalised support and advice from Apple Specialists to convenient delivery and pickup options, Apple ensures the best way to buy Apple products is from Apple Store locations and apple.com/uk/store.

SAUSAGE & GOBBLER PRODUCTIONS PRESENT...

Todd in the hole Festival

TODDS GREEN, SG12JE, HERTFORDSHIRE

15th - 17th July 2022

East & North Hertfordshire
Hospitals' Charity

3 DAYS • 6 STAGES • 80+ ACTS

FRIDAY 15th July

KILLERZ • AMY WINEHOUSE - A TRIBUTE
MUSED • SCALLYWAGS • CARDINAL KINGS • HIGHLY MINOGUE
CLASSIC IBIZA AFTER PARTY WITH DAVE PEARCE

SATURDAY 16th July

WHAM GEORGE MICHAEL TRIBUTE
UK FLEETWOOD MAC • THE BOB MARLEY REVIVAL
STRICTLY UB40 • DEFINITELY COULD BE OASIS
AC/DC MEANSTREAK • INDI & THE VEGAS • DESERT PENGUINS
JAMES ROBB • 70's & 80's AFTER PARTY WITH PAT SHARP

SUNDAY 17th July

MARTIN KEMP 'BACK TO THE 80s'
RICK PARFITT JNR & RPJ BAND • WRONG JOVI
WHO ARE YOU UK • WOMEN IN ROCK • PETTY CRIMINALS
THE GREAT BRITISH ELVIS OFF • ROXY SEARLE + STEVE YOUNG • FIFTH WHEEL • FOLK IN THE WOODS

NEW KIDS ARENA • AMAZING LOCAL TALENT ON OUR BUSKERS & VINCENT STAGES

CAMPING & GLAMPING • AWARD WINNING FOOD • VIP PACKAGES

DISCO YOGA • TRADITIONAL FUN FAIR

FREE BUS SERVICE

PLUS MORE TO BE ANNOUNCED

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BIZ4BIZ CONNEXIONS NETWORKING LUNCH

MEET THE BUSINESS: FLAMINGO GROUP INTERNATIONAL

THURSDAY 23 JUNE 2022 AT THE NOVOTEL STEVENAGE



biz4Biz ConneXions returns with another popular lunch event at the Novotel Stevenage.

Our guest speaker is Ian Michell, Group Technical and Procurement Director at Stevenage-based Flamingo Group International, one of the largest specialist agribusinesses in Europe.

Join us for a delicious three-course meal and an opportunity to network, make new business contacts, discuss issues of interest with like-minded business people, and learn more about one of Hertfordshire's leading international businesses.

Flamingo Horticulture has over 1,300 hectares under cultivation. FGI is a vertically integrated horticulture business active in the growing, processing, marketing and distribution of sustainably produced flowers and premium vegetables. The group consists of Flamingo Flowers and Flamingo Produce, Flamingo Horticulture Kenya, Flamingo Horticulture South Africa, Omniflora, Dudutech, Flamingo Flowers BV (FFBV) and a joint venture business FV Select.

From first producing beans and strawberries in 1982 to becoming the world's largest grower of fresh cut roses, FGI has a history of pioneering people and new ideas. The company employs more than 10,000 people across across numerous locations around the globe.

The group is a core supplier to most of the leading UK multiple retailers, such as Tesco, Sainsbury's, Marks & Spencer's, Waitrose and Morrisons, as well as internationally to customers in Europe, South Africa, the Middle East, Japan and Australia.

The quality of FGI's processing operations, logistics network and farming operations in Africa provide the infrastructure and technical capabilities to deliver an impeccable service, helping the company to maintain its position as one of the leading global companies within their industry. The company employs more than 10,000 people across across numerous locations around the globe.

FGI is an ethical business and is fully committed to the principles of fairness and sustainability in all the geographies in which it operates.

Farming sustainably has been a core commitment and this has been further reinforced as the business has expanded to work with other producers around the world.

We expect demand for this event to be high – our last lunch event at the Novotel in April proved to be popular and was fully booked, so we advise you to register early to secure your place.

EVENT DETAILS

Date: Thursday 23 June 2022

Time: 12:00 to 14:00

Venue: Stevenage Novotel

Cost: £39.00 plus VAT

The cost includes a delicious three-course lunch

Click on the button below to book and pay for your place

BOOK YOUR PLACE

NEW LIFE SCIENCES INDUSTRY PANEL TO GROW HERTS KEY SECTOR AND DELIVER NATIONWIDE BENEFITS

A new life sciences industry panel has been convened by Hertfordshire Local Enterprise Partnership (LEP) to drive forward actions that will deliver sustained sector growth, improved health outcomes and a huge economic uplift for the county and across the UK.

Driving sector growth

The panel comprises representatives from across the county's burgeoning life sciences sector including:

- **Eisai**, a leading global research and development-based pharmaceutical company, with its European Knowledge Centre located at Hatfield Business Park;
- **Pharmaron**, whose discovery and early development activity in Hoddesdon leverages the expertise of the global Pharmaron organization;
- **Stevenage Bioscience Catalyst**, a leading location for companies to develop and commercialise cutting edge therapeutics;
- **Cell and Gene Therapy Catapult**, whose £55m manufacturing centre in Stevenage helps to bring cell and gene therapies to market;
- **OneNucleus**, a not-for-profit life sciences and healthcare membership organisation.
- **University of Hertfordshire**, which has University Enterprise Zone (UEZ) status and plays a vital role in the growth of the Herts economy.

The panel is chaired by Hertfordshire LEP Board Member Dianne Lee, managing director for regulatory affairs consultancy DLRC.

The company is based in Letchworth Garden City and works globally with clients and regulators.

Catalyst for UK growth

In July last year, an independent report commissioned by Hertfordshire LEP set out how the county's globally significant cell and gene therapy cluster can sustain its momentum and be a catalyst for UK life sciences growth.

The report provides an overview of life sciences in Hertfordshire and the key factors that have led to the development and growth of the cell and gene therapy cluster over time, including the role of big pharma, the availability of a skilled workforce, major locational advantages and a targeted series of interventions and investments.

The report also explores the cluster's current limitations and barriers to growth, and sets out a range of critical interventions needed to drive future expansion.

Following publication of Hertfordshire's [Cell and Gene Therapy Cluster 2021](#), the LEP has engaged in a series of 1:1s with industry experts to help shape an Action Plan. This sets out six key outcomes to be led by the private sector with a shared commitment from partners in Hertfordshire – the LEP, the Growth Board, Hertfordshire County Council and the district/ borough councils. These outcomes are:

- A reliable supply of talent, aligned to the changing needs of both the life sciences sector and cell and gene therapy cluster;
- Appropriate sources of early stage business support and finance
- International profile and visibility, particularly for the cell and gene

cluster in Hertfordshire;

- Strong levels of networking within and beyond Hertfordshire;
- Effective commercial property and digital infrastructure solutions.

Attracting investment

Hertfordshire has attracted major inward investors in life sciences in recent years – such as Eisai in Hatfield and Pharmaron in Hoddesdon – while companies Smith and Nephew (near Watford) and Roche in (Welwyn Garden City) continue to have a significant presence and span both medtech and biopharma. Just recently Autolus, an advanced therapy medicinal product company, has spun out of the Bioscience Catalyst into Stevenage town centre with a brand new £65m manufacturing facility.

Cell and gene therapy is now one of the fastest-growing health and life sciences in the world, contributing around £74bn to the UK economy and a quarter of a million jobs per year.

Stevenage is at the heart of this growth and has been designated a High Potential Opportunity location for cell and gene and a Life Sciences Opportunity Zone by Government.

In the last two years, total private equity investment in biotechnology raised in Stevenage has been similar to that of Cambridge, Oxford and London.

Demand for high-level skills

This exponential growth and scale of investment is driving demand for scientific and technical skills.



According to a 2021 UK Cell and Gene Therapy Skills Demand Survey Report, the forecast skills demand nationwide for 2026 is 10,000 bioprocessing jobs, a growth of 151% from today.

It states that ‘there is an urgent need to prioritise skills provision to continue the substantial growth of UK companies and for the UK to be a global leader in advanced medicine manufacturing’.

Hertfordshire LEP’s Life Sciences Industry Panel Chair Dianne Lee said:

“The life sciences sector and the cell and gene therapy cluster are among the most dynamic parts of both the local and UK economy. Hertfordshire has a critical role to play in driving future growth by ensuring that it has the appropriate sites and premises, improving the provision of workforce skills and providing a genuinely world class digital infrastructure. The Action Plan charts a clear route forward and will help us to deliver our vision for improved health and economic outcomes for Hertfordshire and across the UK.”

Dr Sally Ann Forsyth OBE, CEO of SBC, said: “We are delighted to be involved with the new Life Sciences Industry Panel which will provide an exciting forum for life sciences organisations across the county who are ambitious for the continued

growth of this already globally-recognised cluster.

We look forward to working together to deliver the action plan which will strengthen our local life sciences ecosystem at every level, from developing the talent needed by the industry to making sure companies have the right access to finance, accommodation, infrastructure and support to ensure they thrive.”

Professor Darragh Murnane, Associate Dean (Enterprise) for Life and Medical Sciences at the University of Hertfordshire said: “The University has a sustained history of partnership with the life sciences industry, both for internationally-leading R&D and for developing industry-ready graduates.

“We are delighted to be members of the Sciences Industry Panel that will oversee the delivery of Hertfordshire LEP’s action plan for sustained growth of the globally recognised clusters for Advanced Therapy Medicinal Products, pharmaceuticals and medical technologies. As a University Enterprise Zone, we are excited for the opportunity to take a leadership role in workforce development, enhancing delivery of advanced skills training for industry, and supporting our local innovation and industrial ecosystem”.

The Action Plan forms part of a suite of strategic statements spearheaded by the LEP and its partners to set the course for Hertfordshire’s economic recovery.



Dianne Lee
Life Sciences Industry
Panel Chair

Dianne is Founder and Director of regulatory consultancy DLRC Ltd. Dianne started off her career in research where she gained a life sciences degree, and moved into the field of medicines regulation in 1987.

Dianne set up DLRC Ltd in 2005, based in Letchworth Garden City, which she manages with her husband. The company now employs about 60 staff and support medicines research companies globally. In 2020, DLRC acquired a small consulting company in Germany where Dianne is Managing Director.

Dianne joined the LEP Board in July 2020 as SME representative. Dianne is also involved with Hertfordshire LEP’s Careers & Enterprise Company programme, serving as Enterprise Advisor for Knights Templar School with a particular focus on STEM (science, technology, engineering and maths).

SHARE ACQUISITIONS VERSUS BUSINESS ACQUISITIONS

A business sale or acquisition is likely to be a one-off or rare event for the owners. When buying or selling a company or its assets, the owners and the sellers need to decide which transaction to go for.

The transaction can be a purchase and sale of shares, or a purchase and sale of the assets. This guide examines the share acquisitions vs business acquisitions decision in detail.

A company's business can be acquired in one of two main ways:

A share purchase or sale

This involves the acquisition of most or all the shares in the capital of that company which is known as a share purchase.

In a share purchase/sale transaction, the buyer takes over a company by purchasing all (or a majority) of the share capital of the company from the company's shareholders.

Here, the sellers are the shareholders of the company, the company will remain intact, but it will now be under new ownership.

An asset purchase or sale

This involves the purchase of specific assets of the business operated by the company.

In contrast, under an asset purchase transaction, the buyer only buys the assets of the company which comprises the business (a business or asset sale) that are precisely specified in the purchase agreement. The company is the seller in an asset purchase transaction.

Key differences between share and asset purchases

Although both routes will achieve the same economic objective – ownership and control of the business in question, they are structurally very different. When planning which is the most suitable and desirable structure to go for, it is important to understand the key differences between share and asset purchases. These are as follows:

Tax considerations

The differing tax consequences of the two acquisition structures will usually be a fundamental driver in determining which route to choose. Generally, the sellers are more likely to favour a share sale as tax advantages of a share sale to the sellers are likely to be greater than an asset sale. In a share sale transaction, the sellers can avoid a potential double tax charge as they are only taxed on the proceeds of the disposal of their shares. In contrast, in an asset sale transaction, there is an initial tax charge at the level of the company selling its assets and a further tax charge on the share proceeds when they withdraw the sale proceeds from the company.

Conversely, an asset purchase tends to be more tax-efficient for the buyer than the seller. This is because an asset purchase transaction may facilitate the purchase price, or part of it, to be written off for tax purposes, for example, where qualifying patents or other tax depreciable assets are acquired. It also allows for a tax deduction to be obtained in the future for the price paid for any trading stock acquired as part of the deal. The taxation area is a complex area,

depending on the parties' specific circumstances and the parties' availability of reliefs, allowances and exemptions, it is critical for both buyers and sellers to obtain specialist tax advice before signing any agreements.

Liabilities

Under a share sale transaction, the buyer takes over a company that will include all of its assets, liabilities and obligations and consequently any inherent or historic problems. This means that the buyer acquires the company "warts and all" with all its assets, liabilities, and obligations. Due to this reason, a share sale transaction is more attractive to the seller as it offers the seller a clean break as, after the share sale, the seller will no longer have any direct responsibility for the company, apart from the liability that the seller owes to the buyer under the terms of the warranties and indemnities agreed in the sale and purchase agreement.

On the other hand, under an asset purchase transaction, only specific business activity and related assets and/or employees which the buyer agrees to purchase are acquired and everything else stays with the company. The buyer can cherry-pick the assets the buyer wants. This limits the buyer's exposure to legal and financial problems and/or liabilities that are large, unknown or not stated by the seller. It is worth noting that the appropriate formalities for the transfer of all assets included in the sale are required and contracts with suppliers and customers do not automatically transfer and will need to be assigned. This route is more attractive to the buyer as, other than in respect of employees, the buyer is isolated from the historic risk factors of the company.

Even though buyers may not desire a share purchase transaction, there are some measures that a buyer can take to protect themselves from liability under a share purchase transaction. Buyers should carry out appropriate due diligence precautions by conducting searches and investigations before entering into a share purchase transaction.

Additionally, buyers may also consider requesting an indemnity from the sellers to ensure that they will not be responsible for unforeseen liabilities that arise within a specified time period.

Simplicity

A share sale transaction can be considered a simpler transaction since only the shares in the company are to be acquired.

As the company is a separate legal entity, its assets (including its business contracts, agreements and licences, if any) remain with the company whilst the shareholders of the company will change.

Asset purchase transactions, on the other hand, can be more complex as specific parts of the business need to be identified and extracted from the company and/or excluded from the transaction. Further, some of the assets and liabilities may also require third party consent before they can be transferred.

These third parties include but are not limited to customers, suppliers, landlords and licensors.

There is likely to be more disruption to the business than on a share sale and the buyer may need to build confidence with the customers and suppliers of the business to maintain existing business relationships.

Employees

Under an asset sale transaction, employment legislation sets out the buyer's obligations to an employee

who is transferred to a new employer as part of an asset acquisition. This process is known as the TUPE Regulations which means the Transfer of Undertakings (Protection of Employment).

Buyers and sellers should be aware that they will have specific obligations to the employees about their plans and may need to consult with employees prior to completion of the sale. Certain pensions rights may also transfer to the buyer by virtue of the TUPE regulations.

However, on a share sale transaction, there is no change of employer and the employees simply remain employed by the target company.

How to move forward with share and asset purchases and sales



Whether you are looking to purchase or sell a company, there is a lot to consider when deciding between a share or asset transaction. As a seller, it is worth considering income tax implications and potential employment law liability. As a purchaser, it is critical to consider the potential liability and tax implications and steps to protect your investment. While generally, sellers favour a share transaction and purchasers favour an asset transaction, special circumstances, and desired outcomes may result in a change of preferences. It is best to consult with your advisors and explore all of your available options before determining the structure of the transaction.

Please note the contents of this article are given for information only and must not be relied upon. Legal advice should always be sought in relation to specific circumstances.

Michael Budd

Partner and Head of Company Commercial

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LONGMORES
SOLICITORS

WELCOME NEW MEMBERS

ElectrAssure

Delivering Full-service EV Charging Solutions for Fleets

ElectrAssure has established a solid reputation for delivering EV charging solutions that provide reliable, scalable support for our clients' businesses.

ElectrAssure is a team of engineers that specialises in providing high availability commercial electric vehicle charging systems for operationally critical fleets.

Expert advice to ensure you get the right solution to meet your needs – because downtime costs money!

ElectrAssure specifies the best equipment available, installs it to the highest standards and manages, maintains and operates it so that it continues to provide a reliable service for the future.

ElectrAssure delivers the full-service lifecycle, providing site surveys, design, installation, commissioning, management and maintenance services throughout the UK.

ElectrAssure is a privately owned company that consistently punches above its weight, winning major contracts with clients including:

- National Grid,
- Volkswagen UK,
- Western Power Distribution
- KeolisAmey
- British Car Auctions.



Face Communications

FACE started in 2007 a year before the financial crisis.

The company grew in those early years largely due to the DVD sector. We printed DVD sleeves!

The population couldn't afford to go out so purchased a DVD and stayed at home.

Another product we supplied at the time was pizza boxes; a pizza is an ideal accompaniment to a DVD!

I've always worked within the printing industry which is now unrecognisable from the industry of 40 years ago.

Although I rarely admit it, I do still love the industry. I enjoy the buzz and excitement of producing a



quality sustainable product under the pressure of time and budget. Creating a tangible product is still something I take great pleasure in.

The digital world has made print more relevant.

In an environment where the white noise of digital is getting louder and louder, a beautifully designed carefully crafted piece of print can "fly under the radar" delivering your

message calmly and authoritatively to your target audience.

Don't get me wrong, I'm no Luddite, I love digital marketing and we use it all the time but, a well targeted piece of sustainable print as part of your marketing campaign can have a massive effect on your ROI.

We plant trees in the UK, through The Woodland Trust to offset the carbon produced during the paper manufacturing process. Sustainable print is believable, reliable and is a medium of authority.

It is a tangible demonstration of the thought and effort you've put in to reach out to your target audience and customers, it shows you care.

Andy Pert

Future Motors

Originally from Sunderland (newly promoted!), I have been a Herts resident for the last 34 years.

Now living in Hitchin, with Janice, two boys Tom and Oscar, and a couple of fox red labradors. I am Managing Director of Future Motors Limited.

Based in Hertford, our vision is to help organisations take a material step towards their net zero targets by replacing wasteful electric motors in order to create healthy places to live and work, save energy (and money) and ultimately save the planet.

These motors target heating and ventilation systems in buildings as these consume over 40% of buildings' electricity consumption, more than lighting.

We have shown great results at Sainsbury's, Wilko, Rolls Royce Cars, Airbus and many more.



FUTURE MOTORS
POWERED BY
TURNTIDE®

WELCOME NEW MEMBERS

KGK Genix

KGK Genix is an award-winning multidisciplinary agency specialising in producing exciting and vibrant visual marketing displays for some of the world's leading brands and retailers.

Offering an end-to-end in-house service for all creative, print, project

management and installation projects, KGK Genix provide maximum impact with minimum fuss.

Their portfolio includes retail display and VM, bespoke printed wallpapers and interior graphics, building wraps, marketing hoardings, event graphics and exhibition stands.

With a focus on a greener future for visual marketing displays, KGK Genix have developed an exclusive ECO range, boasting sustainable and recyclable alternatives to traditionally used display materials.

Their clients call them the experts in sustainable display solutions.





TODD IN THE HOLE FESTIVAL RETURNS



After the disappointment of having to postpone for the last two years, Todd in the Hole Festival is looking forward to opening its gates again this July.

The Team have been working hard to bring a stellar line up to this year's festival including, The Killerz, Amy Winehouse – A Tribute, Wham George Michael Tribute, UK Fleetwood Mac, Rick Parfitt Jnr &RPJ Band, Who Are You UK, Definitely Could Be Oasis, Wrong Jovi, Pat Sharp plus loads more.

Ending the weekend in style on the Main Stage will be the legendary Martin Kemp and his Back to the 80's DJ Set.

'After missing out on staging the festival at the last-minute last year we want to make sure that 2022 is our best year yet with something for everyone. We can't wait to enjoy fantastic music over a weekend to remember with our Todd

festivalgoers.' David Nye, Festival Co-Founder.

Making sure there really is something for the whole family, the brand-new kids arena will keep little ones entertained from 11.00 – 18.00 on Saturday and Sunday. Other new additions include Folk in The Woods on Sunday, Cabaret in a Caravan, a vintage funfair plus loads more!

For the second time the Todd Team will be hosting corporate hospitality in their VIP bar and terrace on Friday 15th July. With over 400 attendees already confirmed this is a great opportunity for Herts based businesses to entertain clients, informally network or simply treat their team in a fantastic festival setting.

Tickets include Festival entry, VIP bar access, a welcome drink, VIP parking and a ticket to the limited capacity After Party headlined by the iconic Dave Pearce.

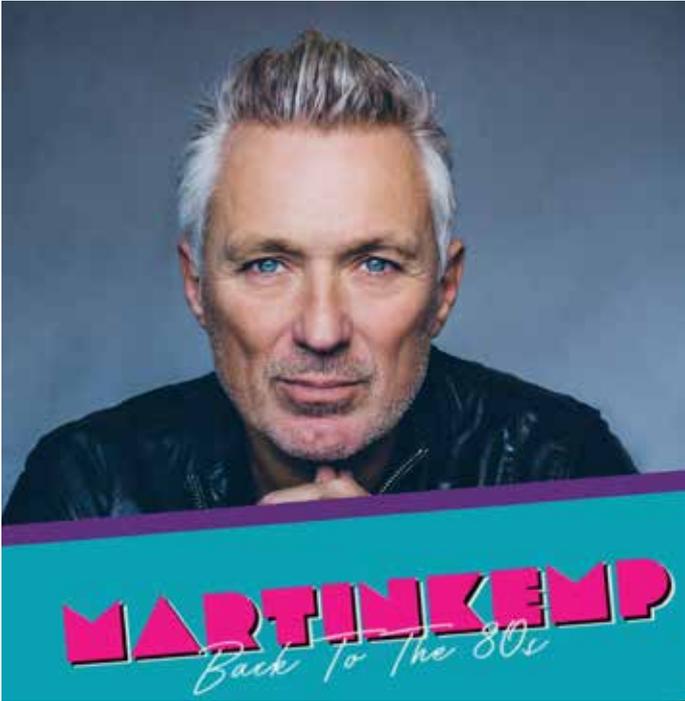
£5 from every corporate ticket sold is being donated back to the festival charity partner - The East & North Herts Hospitals' Charity based at The Lister Hospital.

They'll be raising funds to create a 'SafeSpace' for children and young people who arrive at the Lister Hospital due to their mental health.

In addition to the Corporate Hospitality there are still some Sponsorship options available. With 5,000 visitors set to attend each day this is a great opportunity to connect with the Hertfordshire community.

To purchase weekend or day tickets please visit www.toddinthehole.co.uk

For any corporate hospitality or sponsorship enquiries, please contact Nat Webber – marketing@toddinthehole.co.uk



2022 BBC PROMS

The 2022 BBC Proms celebrates a homecoming of large-scale orchestral repertoire to the Royal Albert Hall.

This year's festival will feature a programme of a scale not heard at the Proms since 2019: the symphonic music of our past responding vividly to the moment, from Verdi's Requiem on the First Night of the Proms, to Mahler's Second Symphony with the London Symphony Orchestra and Sir Simon Rattle, to Beethoven's Ninth Symphony performed by the Chineke! Orchestra and Chineke! Voices under Kevin John Edusei.

A star-studded roster of soloists including Lise Davidsen, Sheku Kanneh-Mason, Nicola Benedetti, Leif Ove Andsnes, Yuja Wang and Jamie Barton will be joined by celebrated orchestras and ensembles from across the world, including the Berliner Philharmoniker led by Kirill Petrenko, the Philadelphia Orchestra led by Yannick Nézet-Séguin and the Australian World Orchestra led by Zubin Mehta.

We also welcome European broadcasting orchestras from Austria, Finland and Germany who join our own BBC Orchestras and Choirs, the beating heart of the Proms.

The Proms welcomes the newly formed Ukrainian Freedom Orchestra as part of a European and US tour this summer. Brought together by the Metropolitan Opera, New York, and the Polish National Opera, the brand-new orchestra led by Canadian-Ukrainian conductor Keri-Lynn Wilson includes recently refugeeed Ukrainian musicians, Ukrainian members of European orchestras and some of the top musicians of Kyiv, Lviv, Kharkiv, Odesa and elsewhere in Ukraine.



The Ukraine Ministry of Culture is granting a special exemption to military-age male members of orchestras inside the country, enabling them to participate in a remarkable demonstration of the power of art over adversity.

Following the inaugural concert in Warsaw the orchestra's first stop will be in London at the Proms (31 July matinee) ahead of concerts in European destinations including Amsterdam, Berlin, Edinburgh, Hamburg, Munich and Snape Maltings, before culminating with concerts in New York and Washington DC. The Prom will be broadcast on BBC TV.

BBC Radio 3 will once again enable the festival to reach millions of people by broadcasting every Prom live, as well as Proms broadcast on Radio 1 Relax, Radio 2 and Radio 6 Music. This year, 22 concerts will be broadcast on TV and BBC iPlayer, from the glittering First Night of the Proms, presented by Clive Myrie, to the world-famous Last Night of the

Proms, presented by Katie Derham. TV presenters this year include Clara Amfo, Edith Bowman, Katie Derham, Sian Eleri, Jess Gillam, Georgia Mann, Clive Myrie, Chris Packham and Petroc Trelawny.

This year, the Proms looks back across 100 years of great British broadcasting to commemorate the BBC's centenary year, and forward to a new generation of music-making, with more than 60 artists making their debuts this summer.

In a perfect alignment of values and ambition, the partnership between the nascent BBC and the Proms in 1927 took Sir Henry Wood's vision of universalising classical music to new heights.

In Sir Henry's words, "With the whole-hearted support of the wonderful medium of broadcasting, I feel that I am at last on the threshold of realising my lifelong ambition of truly democratising the message of music, and making its beneficent effect universal."

Marking the BBC's centenary is the world premiere of *This New Noise*, a multimedia commission from cult band Public Service Broadcasting, featuring rare material from the BBC archives.

This year's festival will also stage a series of concerts in collaboration with beloved BBC brands: Radio 1 Relax, CBeebies and the BBC Natural History Unit for our first ever Earth Prom presented by Chris Packham, exploring the work of the NHU who first broadcast David Attenborough's earliest adventures. The Proms continues to explore new genres and venues. Stand-out moments include a genre-defying Prom with English National Opera in the spectacular space of Printworks London, printing plant turned club

venue, which will host an immersive spectacle of music, dance, theatre, video, audio soundscapes and haute couture featuring contrasting works by Philip Glass and Handel.

This year's festival will also stage the first ever Gaming Prom: *From 8-Bit to Infinity*, presented by the Royal Philharmonic Orchestra under Robert Ames, who will explore the sound-worlds of video games; a Prom dedicated to the musical genius of Aretha Franklin, Queen of Soul; a showcase of South African jazz, featuring Mercury Prize-nominated singer ESKA and double MOBO Award-winning saxophonist Soweto Kinch; and Proms debuts from stars across a wide range of genres, including Tony, Grammy and Emmy award-winning singer Cynthia Erivo,

and Indian sarod maestro Amjad Ali Khan.

To mark the Queen's Platinum Jubilee, the BBC Concert Orchestra will present a Prom celebrating the long and fruitful relationship between music and monarchy from Handel's *Water Music* to a new commission from British composer Cheryl Frances-Hoad.

The season culminates in the celebratory Last Night of the Proms with the BBC Symphony Orchestra and Chorus and BBC Singers. This year's festival finale is led by Dalia Stasevska, who is joined by star soloists Sheku Kanneh-Mason and Lise Davidsen, with a world premiere by fast-rising British composer James B. Wilson.



THE IMPACT OF SCIENCE PARKS

By Sally Ann Forsyth, Chief Executive, Stevenage Bioscience Catalyst

Getting the ingredients right for success

A science park has the potential to surpass its component parts and become much more than a collection of discrete companies, labs and offices. It can evolve into an ecosystem that makes a difference to its occupiers, its community and to local and national economies.

By wrapping supportive practices around occupiers, encouraging collaboration and knowledge sharing, they can become more than the sum of their parts. Provided with the right ingredients and environment, a science park can develop into a powerhouse of innovation.

Case study: Stevenage Bioscience Catalyst

Situated in Hertfordshire, Stevenage Bioscience Catalyst (SBC) is a world-leading science park of global significance. It has a focus on advanced therapies and is at the centre of the largest cluster of cell and gene therapy companies in Europe.

SBC was formed in 2010 with funding from GSK (£11m), Wellcome Trust (£6m) and the UK government (£21m). It is a not-for-profit organisation where surpluses are reinvested in value adding services and facilities to support occupiers. It now has around 40 occupiers which are provided with access to mentoring, scientific equipment and business support as well as introductions to investors.

Supporting occupiers to thrive

Occupiers say they are attracted by the reputation and image of SBC, as well as its central location and



access to facilities and expertise. Since it opened, 87% of its occupier companies have continued to prosper, compared with the national survival rate of 65-70% for start-ups after the first three years.

Bioscience companies at SBC say its support has enabled them to speed up product development time by an average of nine months.

This has implications beyond the boundaries of the campus. Given the focus of the organisations based there, this has the potential to save and change lives.

Contributing to the UK economy today

Economic contribution is measured in gross value added (GVA). This is the measure of how much wealth is created by an organisation. According to independent research from Charles Monck & Associates¹, SBC-based companies contributed £87m GVA (£34m net GVA) to the UK economy in 2020 and supported around 1,600 jobs in total.

Fast forward to add value

As developments progress, the report predicts that SBC's contribution to the national economy will increase five-fold to £417m GVA per year (£165m

net GVA per year) by 2040 with the potential to support a total of 7,300 jobs.

Government recognition

The significance of the campus has been recognised by government through the award of Life Science Opportunity Zone status. Stevenage has also been named a High Potential Opportunity location by the Department for International Trade.

Minister for Science, Research and Innovation Minister, George Freeman MP, said, "The excellent work being done at Stevenage Bioscience Catalyst is a perfect example of the kind of public/private partnership cluster we need to see across the whole of the UK."

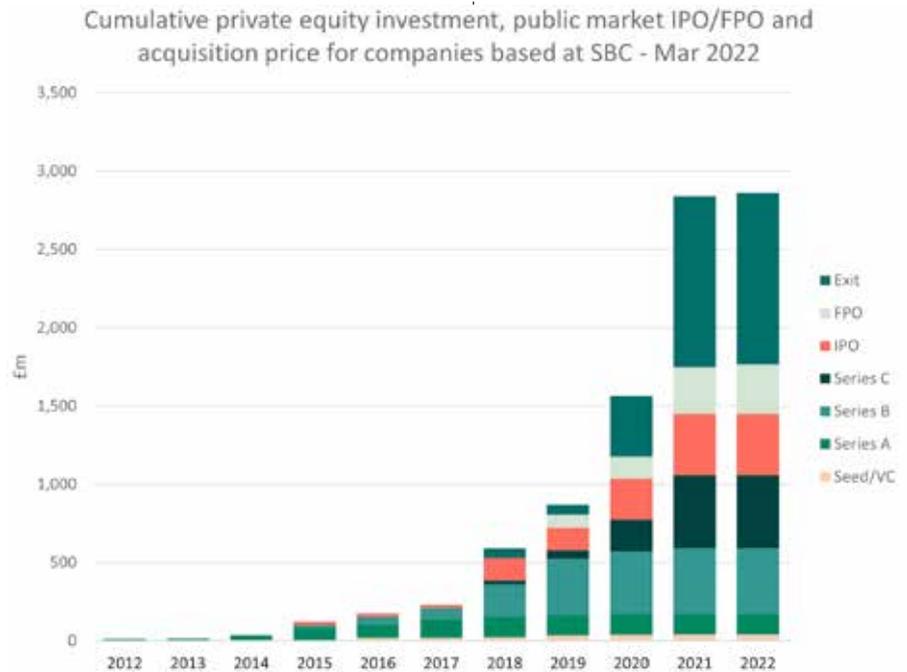
Outstanding investment in occupier companies

Since opening in 2012, occupiers based at SBC have attracted finance of £2.9bn through private equity, public offerings and acquisitions. This has grown exponentially. Just five years ago, that figure was £220m. Stevenage may not traditionally be the first place you think of when asked to name a science park. However, research published by Beauhurst, courtesy of Hertfordshire Local Enterprise Partnership², found that, from 2017-2020, the total private

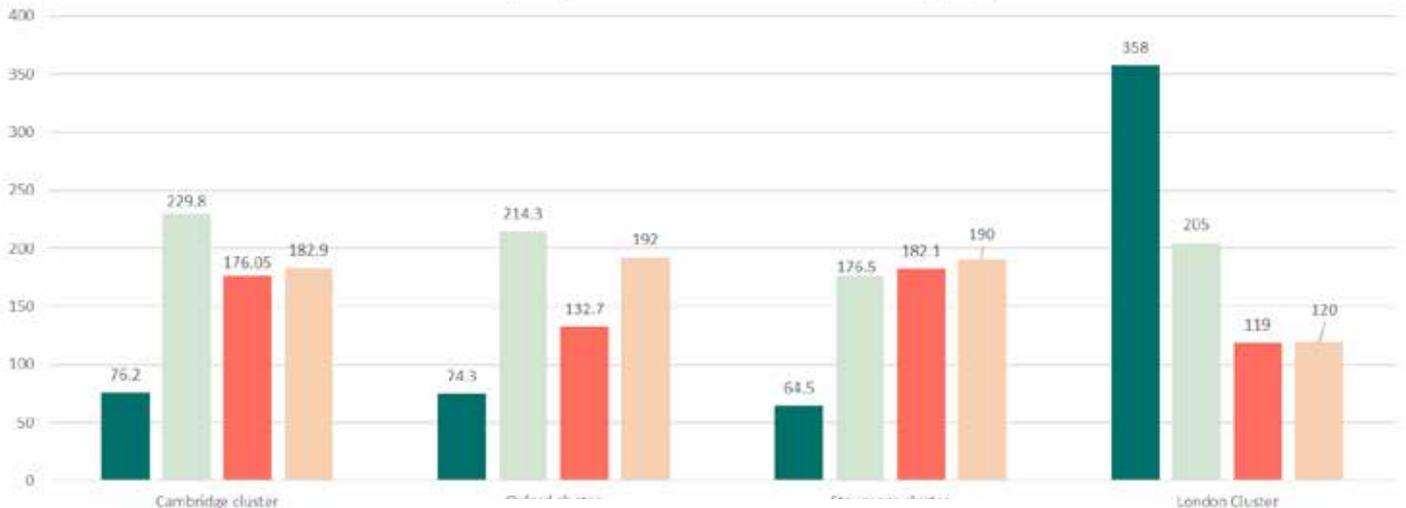
equity investment in biotechnology raised in Stevenage was similar to that of Cambridge, Oxford and London. In addition, the average deal size in Stevenage was more than five times greater than in the other clusters.

What does the future hold for SBC?

SBC has created an exciting, knowledgeable and collegiate community where interaction and collaboration are the norm. It supports bioscience companies and enables them to grow and thrive. The combination of business and scientific support means that SBC is adding value to its occupiers, their research endeavours and to the local and national economies.



Private Equity Investment: R&D on Biotechnology (£m)



Already a globally recognised campus, as the site develops there is the potential and ambition to increase the size of the contribution made to the economy and there will also be a significant number of high-quality jobs created.

SBC's supportive ecosystem will continue to have a positive impact on an increasing number of occupier companies.

SBC is committed to helping bioscience companies to turn innovative research and development into commercial realities, making

it possible for them to support the delivery of therapeutic treatments to improve the health and quality of people's lives.

More than just a science park

Science parks – and those who run them – play a vital role in supporting the scientists and their colleagues who are working to develop new ideas and technologies.

The decisions taken by the teams running the parks directly affect the support provided to occupiers. SBC's example shows us that vibrant

communities wrapped in supportive environments also lead to economic success. It is the support and communication that turns the park from a series of disconnected entities into an interactive ecosystem.

1 "Stevenage Bioscience Catalyst's key role in delivering economic benefit from life sciences" <https://www.stevenagecatalyst.com/impact/economic-impact-report/>

2 <https://www.hertfordshirelep.com/media/e3dhe4jc/hertfordshire-s-cell-and-gene-therapy-cluster-july-2021.pdf>

E-NUMERACY RECOGNISED AT COGX AWARDS AS “BEST AI PRODUCT - EDUCATION”

e.numeracy



E-Numeracy, makers of one of the UK's most innovative online education products, has been recognised for excellence by Cognition-X, the “Davos of AI” and organisers of the CogX Festival.

The UK company was awarded Best AI Product in Education 2022 yesterday evening in London at the CogX Awards, which recognise products and people who bring AI to life and revolutionise our approach to real world problems.

E-Numeracy has created a unique way to provide a “Second Chance” to rebuild the confidence and realise the potential of those whose low confidence with numbers has impacted their life chances or career.

It is designed for learners of working age: whether apprentices, employees and adult/lifelong learners.

This 4-minute video explains: <https://youtu.be/ANmmvVy43Gk>.

Mike Fish, Co-Founder and CEO of E- Numeracy, commented: “While many EdTech products focus on schools, curricula and students, E-Numeracy’s focus is on “numeracy for employability” and the practical use of numbers - for work and for life. This is of interest not only to employers as they struggle to recruit, upskill their workforce and get apprentices work-ready, but also to colleges, who struggle to provide

the maths tutoring needed by their vocational students to get them through their GCSE exams.”

In addition, E-Numeracy’s scalability and affordability mean it has an important contribution to make in social inclusion, regional regeneration and national upskilling – a key focus for government, for charities and for business CSR programmes (such as the £560m, 500,000 user Multiply adult numeracy programme).

Katie King, member of the All-Party Parliamentary Group on AI and acclaimed author who launched her latest AI book last week at Rolls-Royce’s new R2 Factory, commented:

“E-Numeracy is not just about improving numeracy for a third of the population. It builds confidence that empowers a whole section of society. And it’s a great example of how AI can help people with employability, rather than replace jobs as feared by some.”

For further details contact Mike Fish, CEO: mike.fish@e-numeracy.com / +44 7785 392092



BE YOUR OWN BOSS



Co-Space in Stevenage town centre will be host to a major new programme which is aimed at helping those wanting to start their own company to 'Be Your Own Boss.'

And the first event, which will take place on 23rd June will be led by Adrian Hawkins OBE, who will give a presentation on the art of the possible in starting a company.

Free for guests, the meeting will be invaluable for those with the motivation to make their mark in business, and is sure to provide an ideal starting point for future success.

Adrian Hawkins OBE will need little introduction for his own business prowess. Having been born and raised in a council-owned estate in Stevenage, he founded innovative advanced manufacturing firm Weldability SIF in Stevenage in 1980.

He is also the chairman and co-founder of biz4Biz, an organisation established to support Hertfordshire business owners and leaders, as well as a patron of business clubs, working alongside MPs.

Adrian is currently most well known for his role as the independent chairman of the Stevenage Development Board which is overseeing the regeneration of the

town and handling a budget in excess of £1billion.

A keen advocate of education and learning, Adrian has also gone on to chair the Herts LEP Skills and Employment Board, working alongside the principals of the Herts based FE colleges and the pro vice

chancellor of Hertfordshire University together with local businesses and private skills providers.

The event, which begins at 9am will also include tea and coffee and provide the perfect venue for newcomers to learn from the most experienced in business in an open and supportive environment.



ADRIAN HAWKINS, OBE

Chairman biz4Biz,
Publisher Insight Magazine





SKILLS THE NEW PARADIGM

On the 21st of June 2021, I wrote my editorial “will we face redundancies or resignations” which you can read here. <https://biz4biz.org/will-we-face-redundancies-or-resignations-with-the-removal-of-furlough/>

Since this article, much of what I predicted has come to pass and as expected a major recession is now on the horizon with inflation exceeding the official level of 11% and is probably closer to 20% in the real world.

We have all heard about the energy crisis and the impact of the war in Ukraine on gas pricing. The truth is that successive governments over the past 25 years have all failed to take effective action in delivering our infrastructure for energy, believing that the long grass

is the best place for any decision. Scared to consider nuclear, following Chernobyl and Fukushima melt downs and concerned about fossil fuel impact on the climate the best decision to make, was no decision at all and here we are facing the worst of all worlds in energy independency terms.

Simply announcing a desire to build 8 nuclear power stations may be an excellent step in at least “a” direction. None of us want to spend our evenings sat in the dark as we did in the 1970’s or be unable to heat our homes or cook food.

This is a basic need that we all have, and Governments are responsible for providing this support to the very fabric of our lives, but how?

We are reliant on either Chinese, French or American technology to build nuclear power stations and we

hear that Rolls Royce might also have the technological know-how. I am sure you have an opinion on which one you would support.

But here we are with various businesses experiencing major staff shortages and where is the labour coming from to build such projects?

The pandemic has forced many to consider their quality of life and the state created the right strategy in supporting businesses at the appropriate time but many older workers unhappy with the early mornings and the late evenings way of life, started to experience the importance of “time” versus “work”.

Many employees embraced the home working options the pandemic provided and many now see this as



the only way that their employment will be structured in the future.

This as I predicted last year has placed employers under pressure to consider change and has likely encouraged manual workers who were unable to take advantage of home working to consider new careers that can.

We have in the UK a rich tapestry of different people from various backgrounds that make our society equally rich in capability and unfortunately the Blair government particularly with their mantra that everyone should go to university, has demonstrated a basic misconception that every form of employment requires someone with a degree.

It's great today to see that Universities are now offering Degree Apprenticeships which firstly mean students are freed from Student loans and secondly enables the qualifications provided to harmonise with the employer's needs. But what about the Vocational Skills required?

I have written about the unfairness of Maths and English GCSE's preventing apprenticeships here <https://biz4biz.org/is-it-schools-or-the-system-of-qualification-failing-our-children/> and I am delighted to

see the announcement by the Skills Minister Alex Burghart that this has now been taken into account where he states

"We are changing English and Maths requirements for those Level 2 apprentices who start with the lowest level of prior attainment in English and Maths.

People who start a L2 apprenticeship without L1 English and Maths will no longer need to automatically attempt L2 English and Maths tests to complete their apprenticeship. It will mean that thousands of L2 apprentices can focus on securing a L1 English and Maths qualification with only those who are ready to take the Level 2 tests attempting them."

This is truly a bold step in exactly the right direction to engage more people in Apprenticeships, but what are we able to deliver in our Schools and Colleges that would make a fundamental difference to the skills base that we need, following the decisions made by workers leaving their roles, post pandemic. Personally, I believe we should start by attracting the Skilled operative that has decided to retire early and encourage them into our classrooms

to help train those that are starting out. The Skilled technician still has a role in training others, and we need a scheme to attract these people into the training workplace. We already have the courses available to help them understand the teaching process, but we need incentives to capture their skills for the greater good.

We also need a very clear understanding of the actual skills required across the country where there will be a serious shortage and a clear programme of resupplying the workforce with these skills such that we do not experience a prolonged shortage. I feel that we will need to see the re-emergence of Skills Training Centres across the regions to make further inroads into these.

We also require a recognition by government that the cost of provision of vocational skills is often 2 to 3 times greater than a classroom-based qualification, so that Colleges are encouraged to promote these courses and recover the cost for doing so.

We have the opportunity with Ministers willing to recognise change and we have the perfect narrative around the concept of "Levelling Up". Now is the time to make a difference.

‘INSPIRATIONAL’ OPPORTUNITIES TO BUILD TALENT PIPELINE BY LINKING WITH EDUCATION

Employers are signing up to the Hertfordshire Opportunities Pledge to provide opportunities for young people following the “Build Your Talent Pipeline” event which supported businesses to engage with education.

Around 30 businesses have so far pledged to provide opportunities for people to gain qualifications, find work experience and undertake apprenticeship/graduate programmes, following the free-to-attend event at Brocket Hall, Welwyn, on 18 May.

Delivered by Hertfordshire Local Enterprise Partnership (LEP), Hertfordshire Chamber of Commerce and the East of England Apprenticeship Ambassador Network, the event shone a spotlight on the LEP’s Hertfordshire Opportunities Portal (HOP), which links employers to educators and provides resources for students and residents wishing to upskill or make informed career decisions, as well as employers building a future talent pipeline.

Adrian Hawkins OBE, Chair, Skills Advisory Panel, Hertfordshire LEP, said: “If we are really serious about delivering levelling up and ensuring that we leave no place or person behind, then we must deliver a steady throughput of skills to support our local businesses. It was very encouraging to see so many businesses pledge to offer work opportunities be it via apprenticeships, training, work experience or tasters. Even just a few hours can make a real difference to an individual’s future. By linking business to education via HOP, we can help fill the skills gap, unlock future potential, diversify our talent pool and ensure our economy thrives.”



Keynote speaker Professor Sir Tim Wilson, Deputy Lieutenant of Hertfordshire, spoke about the value of apprenticeships, saying: "It's all about skills, and the development of skills is really first class in this country. We have to serve and support our local economy and apprenticeships are a way of doing this."

Anna West, MCP's Director of Talent, MCP, began taking on apprentices when she realised she would have no staff under the age of 30 within a decade and figures showed only 7% of young people were choosing a construction career.

She said: "We had to act and we had to act now. As a business, we are passionate about creating opportunities for young people and currently have nine apprentices within MCP. We enjoy the energy and new ideas they bring and of course, they are the future custodians of our business."

Simon Heywood, Managing Director, Hertfordshire Building Controls, added: "Our apprentices aren't all 18 and some of them are employed in quite senior roles.

"It's not about cheap labour. If you treat people that way you will be rewarded that way. We ensure we look after our people and we have some great schemes out there we can tap into as an organisation.

"I think we have a great opportunity in this county with HOP!"

HOP is Hertfordshire's premier gateway to find out about career path options; employment opportunities; apprenticeships and work experience; skills development and professional qualification programmes.

Caroline Cartwright, Head of Skills, Employment and Apprenticeships, Hertfordshire LEP, said: "Our vision is to be truly embedded in



Hertfordshire as the central portal for information on careers, employment, apprenticeships and skills programmes for our young people, residents and employers."

HOP is leading on the Hertfordshire Opportunities Pledge.

Steve Trotter, Operations Lead of the Hertfordshire Careers Hub - a group of schools, colleges, employers and providers - said: "As an employer, you should never underestimate the positive influence you can have on young people. Giving pupils multiple exposure to employers and workplaces allows them to meet role models and build aspiration and inspiration around future pathways, jobs and opportunities." "We need you to make the pledge."

By signing up to this pledge, employers will have the opportunity to be at the heart of inspiring the future workforce for the benefit of their own businesses and help the local economy to thrive.

The pledge will ensure that job seekers are inspired and informed about the expanding range of opportunities in Hertfordshire and that employers are supported with effective plans to recruit and develop their workforce by committing to an action plan for improvement and possible adjustments.

Visit HOP's website here for more information and to take the pledge.

For more information contact info@hertfordshirelep.co.uk

STANDON CALLING

The countdown is on for Standon Calling, the celebrated summer festival bringing together the best genre-spanning music, entertainment and family fun in Herts.

With over 40 new names joining an already packed poster, all you need to know for where and when to find your favourite acts across the four day weekend is unveiled here.

More big names are joining the party too, as Hertfordshire's very own Declan McKenna is now set to make a huge appearance on the main stage on Saturday night.

Growing up just down the road in Cheshunt, Declan's star has risen to astronomical heights in the last few years as he takes place as one of the UK's biggest songwriters, most known for his megahit single 'Brazil'.

He now follows in a rich tradition of Standon Calling hosting hometown heroes with the likes of George Ezra gracing the stage back in 2018 and Welwyn Garden City's The Subways appearing this year.

Also hitting the main stage on Saturday and joining the line up today are the indie rock icons Razorlight.

Having recently reunited their original lineup of Johnny Borrel, Andy Burrows, Björn Ågren and Carl Dalemö to work on their fifth studio album, this band are no strangers to the biggest UK arenas and sure to bring it all to Standon Calling this July.

Getting the party started early are Thursday headliners Madness, who hand over to the effervescent pop star Anne-Marie on Friday night, before Loyle Carner makes his mark on Saturday evening and closing the show with an epic display are the one and only Primal Scream on Sunday night.



All will be delivering the biggest Main Stage moments and topping unbelievable daily schedules packed with the likes of Craig David Presents TS5, Sigrid, Sugababes, Example, John Grant and more in the main arena.

Elsewhere exciting new names join the Laundry Meadows bill today, from The Mysterines to the buzzy new Lime Garden, alongside previously announced Sleaford Mods, Kojey Radical, The Cribs, Yard Act, Kelly Lee Owens and more all coming together in Hertfordshire this summer.

This year Standon Calling not only adds an additional Main Stage headliner, but also introduces an entirely new stage. Announced this week, The Dive Bar will be the new home for the most exciting breaking acts hosted in association with Dork.

Its inaugural outing features Snapped Ankles, Melt Yourself Down, Pongo, Nine8 Collective, Kojaque, Scalping, Soccer96, Art School Girlfriend,

Malady, Keg and a special guest TBA, alongside previously announced Sad Night Dynamite, Bob Vylan, Nuha Ruby Ra, Siphó and Swim School. Later into the evening The Dive Bar opens up the Rock N Roll Pharmacy curated by The Great Brain Robbery, featuring Acid Klaus, Cleaning Women, Oh My God!

It's The Church, secret sets, cabaret shows and many more - just leave your inhibitions at the door!

As a result of the festival's ongoing work with Keychange since 2018, Standon Calling has this year achieved a fully gender-balanced line up and stands as the first mainstream UK music festival to hit the target in 2022.

A big positive step proving it's possible, with over 50% of the acts identifying as female or non-binary across all the music stages, and with representation right at the top of the bill with Anne-Marie headlining the main stage on Friday night.



Further highlighting this change, the Friday night Electric Willows line up hosts an all female / non-binary bill of DJs including Annie Mac, Logic1000, Jamz Supernova, Elkka, India Jordan, Grove (DJ set) and Tailor Jae, whilst the Cowshed on Saturday night is curated by the 24 Hour Garage Girls ft. Shosh, Leanne Louise X Kelsey.

Over on The Independent's Laundry Meadows second stage, the Sunday night lineup similarly features exclusively female and non-binary acts including Self Esteem, Ezra Furman, CMAT, Bessie Turner, Dry Cleaning, Bimini and Lime Garden.

Commenting on the positive news, Francine Gorman, Keychange Project Manager (UK) said, "Standon Calling are setting a great example to the global festival community by giving under-represented artists their rightful space on a prominent festival stage.

We hope that others will be encouraged to follow suit and to take positive action towards achieving gender equality throughout the music industry."

BARCLAYS CELEBRATES CANCER RESEARCH UK

The team at Barclays wanted to support 'Celebrate 20 years of Cancer Research UK' because as a national Business Development Team of 140 people, supporting a national charity such as Cancer Research UK means that they can all give back to an amazing charity that will inevitably support every single one of us during our lifetimes.

With one in two of us likely to be diagnosed with cancer at some point during our lives, the research that Cancer Research UK carries out is vital.

Cancer Research UK is the only charity to research all 200 cancer types without government funding.

We want to take this opportunity to say 'THANK YOU!'.

To that end, on 23rd June a local team and the wider business development network are completing a 20k sponsored walk for Cancer Research.



CANCER RESEARCH UK



You can find out more info [here](#) and even sponsor the team you-

[Scotland and North England...](#)

[South and South East team](#)

There are 11 teams which are participating:

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[Central Team](#)

[Eastern team](#)

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