

InBusiness

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Welcome to our very first edition of InBusiness magazine.

In this magazine we will bring you the latest local business news and information from the wider economy.

We will be celebrating our entrepreneurial excellence and addressing the challenges we all face. We are committed to growth and supporting our business community. In this new magazine, we will signpost businesses to support and the latest innovations to make Bolsover District businesses successful, profitable and capable of sustainable growth.

Our businesses are key to a thriving local economy and employment. You, our readers, are crucial to the creation of wealth and opportunities for everyone in our district.

Recent figures show that despite the pandemic the business people in our district are some of the most entrepreneurial in the country and that commercial lettings are up whilst elsewhere in the country they are flat lining. This tells us that our business community is resilient and resourceful, however there will be more to overcome with the current cost of living crisis and we aim to be with you every step of the way.

Councillor Liz Smyth, Cabinet Member for Economic Growth



Be the first to hear about funding opportunities for your business

One of our main priorities is to create growth across Bolsover District. This is done through a variety of means including regenerating town centres, business specific advice and support or providing business grants to help you grow. We have received £1.9m from the UK Shared Prosperity Fund (UKSPF) that will assist us in achieving our ambitions.

As part of the investment plan we put forward, a pot of money has been set aside for business growth programmes.

This is likely to include provision for hyper local, on the ground, business advisors to assist local residents and SMEs to access business growth support. Support could include pre-start up workshops, 1-2-1 mentoring, financial advice and peer-to-peer networks.

There is also provision for growth grants. The purpose of this grant funding will be to encourage business improvement and growth opportunities, resulting in jobs created and retained. This

might be achieved through businesses accessing specialist consultancy and/or training, help to adopt digital solutions, carbon reduction solutions and product development, as well as an opportunity to purchase equipment including plant and machinery.

It is expected that the growth grants will be up to £10,000 with an intervention rate of 80%. There will also be grants of £500 available within the scheme for pre-start and start-ups.

Cabinet Member for Economic Growth, Councillor Liz Smyth said, "We are a growth-centred council so all the plans we are

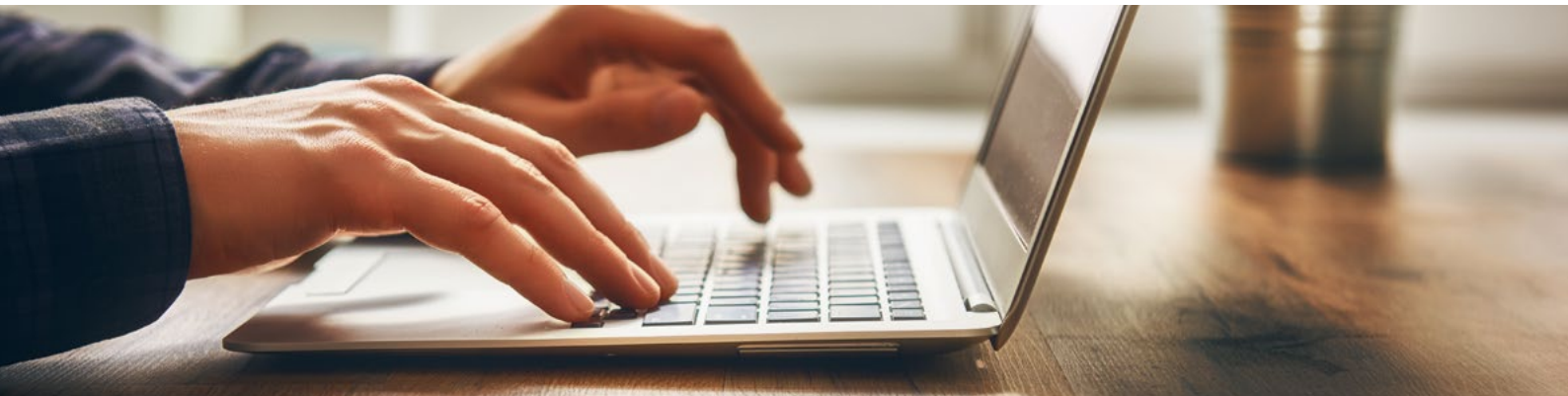
making will be focused on growth, creation of jobs and skills – all the sort of things that bring good opportunities to our District.

"We have also recently had our skills audit finalised, so we are in a very good position and know exactly what we need here in Bolsover District."

The growth grants are now available and funding is profiled until 2025.

To receive updates about the scheme please sign up to receive our newsletter. Email regeneration@bolsover.gov.uk and type 'newsletter' in the subject line.

Skills to grow your business



There has never been a better time to access support for your staff around skills and training, or even recruit new staff members and there are some great programmes available to support you in doing this.

Maybe you are currently business planning and looking at staffing levels as we continue to recover from the pandemic? Perhaps you are looking to develop new skills and knowledge in existing staff to grow your business? In any case, we can help to co-ordinate and connect you to the opportunities out there and support you.

If you haven't already heard about Skills Support for the Workforce (SSW), the programme supports small and medium-sized businesses to upskill employees with training courses and qualifications to grow your business and boost the local economy.

SSW can help develop a bespoke training programme relevant to your business and as the programme is co-financed by the European Social Fund (ESF) and the Education and Skills Funding Agency (ESFA), a wide range of training can be accessed at no cost to your business.

With qualifications in: IT, Leadership and Management, Engineering, Manufacturing,

Customer Service, Marketing and many more, there is bound to be a training programme to meet your needs.

Apprenticeships are also a great way to add to your workforce. The benefit of an apprenticeship is that the individual is working towards a recognised qualification, whilst gaining hands on experience in the workplace and learning from your own experienced staff.

There are a wide range of apprenticeships, from engineering to construction trades, business, marketing and IT to hospitality – the opportunities really are endless! The individual and the business have the support of the training provider to ensure everyone gets maximum impact from the apprenticeship.

You can employ apprentices from every level, from school leavers and university graduates, to people who want to further their career or change completely. They can also be an exciting way to upskill your existing workforce.

The benefits of apprenticeships for your business:

- 86% of employers said apprenticeships helped them develop skills relevant to their organisation.
- 78% of employers said apprenticeships helped them improve productivity.
- 74% of employers said apprenticeships helped them improve the quality of their product or service.

Adult workforce apprenticeships are currently being supported through the Apprenticeship Levy Transfer. This will fully fund the duration of the apprenticeship training (the funding does not support wages or other costs).

If you want to enhance your business performance, improve profitability or simply invest in your employee's personal development, get in touch with us on 01246 242512 today.

Business Growth Fund helps local business

Bladen Box & Display is a growing digital print and POS company. The business specialises in constructional design and manufacture of POS products - everything from free standing semi-permanent display units (FSDUs), through to innovative point of sale (POS) and bespoke marketing products.

The company was founded by brothers James and Daniel Bladen in 2004. Customers range from start-ups to major high street retailers, including Next and Tesco, to name a few.

Our Bolsover Business Growth Fund helped to accelerate the company's growth, by increasing investment in new equipment and increasing the size of the workforce.

James Bladen, Director, said: "We found that our clients wanted to buy a full range of POS materials to accompany their floor standing display units, such as large banners, pull up banners and large format posters but we were limited by the size we could print on our flatbed printers. This is where the Business Growth Fund came in, to support the purchase of a roll to roll printer.

"This was our first leap into roll to roll printing and we were keen to focus on high print quality rather than volume. Our goal was to upsell to our existing clients who we knew had demand for this service.

"Lots of our existing clients have taken advantage of the new

service. We are doing more banners, POS, and even large format stickers, that wouldn't have been possible before. We're still finding added uses for the new printer, such as printing onto a foil laminate, which we've never done before.

"We're still getting the word out there about the new service but I would say it's added an estimated £50-80k onto our annual turnover already. We have been selective about who we've promoted it to so far - we wanted to become experts first before we hit the market with it!

"I'd say to other businesses thinking about applying for a Business Growth Grant to go for it, it's not as hard as you think. My advice would be to think about funding before you get too far into a project. The danger is that you run away with a project before you realise there is assistance there, or not realise that the funding is there at all. The grant forms really aren't that hard to fill in and

there is support available. I wish I knew what I do now 18 years ago - our business would have grown so much quicker."

Cabinet Member for Economic Growth, Councillor Liz Smyth, said: "We're delighted to support Bladen Box & Displays in its continued growth and expansion in our district. There is a high quality product created and finished right here on site in Bolsover, and this investment will in turn continue to allow Bladen Box & Display to invest in digital and creative jobs and skills in our area.

"This investment aligns closely with our Growth Strategy for good jobs and sustainable growth, and helps deliver on our plans to invest in and grow the digital and creative sectors, as well as other key industries."

For more information contact Business Bolsover on 01246 242512.



Creativefive – Apprenticeship success story!

Creativefive are a full service digital marketing and business growth agency, based at The Tangent Business Hub in Shirebrook. They support businesses of all sizes to grow and increase sales. Creativefive has recruited three apprentices over the last four years and we spoke with Director Adam Taylor about how taking on apprentices has positively impacted the business and what the benefits were.

How many apprentices have you recruited?

We have recruited three apprentices over the last few years. Our two Level 3 Digital Marketing Apprentices, Ronan and Nathan started in November 2018 and January 2019 respectively. They have both finished their apprenticeships and are now employed by the company.

Our current apprentice is Jacob, who started in July 2021 and he is doing a Level 3 Content Producer apprenticeship.

How have your apprentices improved or developed professionally since they started?

All of our apprentices started with different levels of skills and knowledge and we've taken the time to understand where their individual starting point is, where they need to get to, and how we can support them to get there. That doesn't stop when they achieve their apprenticeship, there are always ways we can improve and new things to learn.

What they learn in training gives them the important fundamentals, but it's the on the job experience where they really develop. The key thing for

us was making sure that they were given the opportunity to do live work as soon as possible and to create an environment where they felt that they could make a mistake and be supported to overcome it, and learn from it, without criticism. It's how you support them on the job, and the mindset that you cultivate, that helps them to progress.

What impact have your apprentices had on the business?

They have had a massive impact because they have become a valued part of the team. They have all brought with them a dedication and a willingness, and a genuine care for the business and the customer. It's this mindset that we invest so much time cultivating in our apprentices and I think we achieve this by demonstrating that we value them and respect them from the off. Each one of our apprentices has brought new perspectives on ways of working and how we might take advantage of new and emerging technology or trends.

How have apprenticeships played a role in the company's recruitment strategy?

I liked the idea of an apprentice, as I didn't want to recruit someone with years of experience in the job and have to try to get them used to the way the team at Creativefive work. It was a case of thinking strategically about what we're missing in the team and the best way to recruit for that.

It's really important that anyone who joins our team has the right mindset (or is at least open to developing the right mindset). Sometimes when you hire purely for skills and experience those people come with fixed ways of thinking and working that we're trying to avoid. By hiring apprentices we have been able to mould them into a work ethic that's different, and right for us and our customers.

Before we take anyone on these days we also offer them a 2-3 day trial to make sure they are a good fit, committed and, most importantly, have a sense of humour!

Has anything surprised you about taking on apprentices?

What's really surprised me is the commitment they've shown to us as a company and our customers. A genuine care and commitment.



"The best thing about working at Creativefive is the atmosphere. Even though we have deadlines to meet, it's still a relaxed environment and we have a great time. There's always lots of support when you need it and great teamwork."

"I'm learning a lot from the apprenticeship. You learn a lot from the qualification but even more from being in the job. I'm learning so much from other people in the team, such as graphic design skills, that I might not have got from just doing the training."

Jacob, Level 3 Content Producer Apprentice at Creativefive

What would you say are the benefits of taking on an apprentice?

If you get the right apprentice and invest in them, you get someone who buys into your business with some loyalty, and that can grow with you.

It's been incredibly rewarding watching each individual, with different skill levels and abilities, learn and grow. You've also got to think about future-proofing the team for when people inevitably want to retire, and bringing fresh perspectives in to your business. I also think

it's really important we give people an opportunity in today's environment.

What advice would you give to anyone thinking about taking on an apprentice?

Ronan, Nathan and Jacob were never considered apprentices: they are team members and each are an important part of the company. No one in the team is treated any differently to anyone else. We don't have business cards with job titles on for that reason!

I would say the most important advice I can give is to treat them as an equal, and give them opportunities to develop and progress. Don't disregard their ideas or suggestions that could be potentially game changing to what you do. Treat them with respect and you will get care and commitment in return.

Ronan started at Creativefive in November 2018 as a Level 3 Digital Marketing apprentice and is now employed by the company.

"At Creativefive you feel valued, no matter what level you are in the team. The opinions and suggestions I have are listened to and considered, and acted on. Doing the apprenticeship was a really good starting point to gain the fundamentals, combined with working on the job to get real world skills and experience."

"If anyone is thinking of an apprenticeship in Digital Marketing, I'd just say don't be daunted by the industry, you can pick it up as you go along. You don't have to learn everything all at once."

British steel manufacturer safeguards their future

The Manufacturing Growth Programme (MGP) is the UK's largest and leading business support programme aimed at making improvements to manufacturing small and medium sized enterprises (SMEs). It can help you grow by identifying, understanding and removing barriers and enabling sustainable business improvement, leading to growth.

As a result of working with a Manufacturing Growth Manager, you may be eligible for a grant to cover a percentage of the cost of implementing a business improvement project. Here is a case study from High Peak Steels Limited that shows how it has helped their business.

High Peak Steels Limited was set-up in 1985 by husband-and-wife Mark and Anne Thornley who saw a gap in the market to provide excellence in service for steel bar to UK companies.

The business also offers saw cutting, grinding and heat-treating products to customers specifications from their site in Glossop. 99% of their clients are UK based and they currently have a turnover of £9.8m, employing 28 staff.

Whilst the last few years have been challenging dealing with COVID-19 and Brexit (and losing over 60% of turnover overnight), they have been able to manage their costs and make savings coming out of lockdowns which resulted in an increase in their net profit by 5% from the previous year. To help them with these challenges; Mark and Anne engaged with the Manufacturing Growth Programme to empower them

to overcome hurdles and gain momentum.

Through the programme, the business was able to work with a business specialist and access grant funding towards the cost of an improvement project to conduct global research of the best raw material suppliers for bright and black engineering steels. The project's purpose was to identify a short list of suppliers which met their criteria with a view to establishing long term relationships for the supply of steel bars to the UK.

Managing Director, Mark Thornley commented, "It's well worth the time and effort to continually be looking for different ways to stay ahead of

"It has been great to be involved in working with Mark and Anne Thornley who have had to pivot the business during the COVID period and challenges with the fallout of Brexit and still they have managed to turn a profit through all the turbulence. With the research and new connections created through the business improvement work supported through MGP, this will hopefully give them a springboard to capitalise on the opportunity in the market in rebuilding the business and increasing their turnover, profitability and creating more jobs for the local community."

Mark Taft, Manufacturing Growth Manager for MGP



our competitors, we are looking down on the business, rather than being too involved in it.

"The demand on our team is significant and we have made two new appointments in the past few months, with an expectation this will increase. We have also appointed four of our team, including our son, Josh Thornley, to our senior management team as part of the plans for further growth.

"With the demand for more

cut steel; we recently made a further investment in saws, this will take the small cut work away from the large machines. Also, to keep up with demand we have purchased two additional wagons to our fleet, helping to ensure we're delivering on time. We use one of the vehicles as a trunking vehicle from the ports to enhance lead times."

Future plans for the business include building upon their new introductions as alternative

suppliers to deliver to their customers. This will increase their turnover, profitability and credibility as a supplier and the business will also be researching a new CRM system to enhance their customer experience.

We have businesses across our district that are eligible for this help and grant funding and we want to encourage as many as possible to apply. For more information contact Business Bolsover on 01246 242512.

Grant funding and FREE business support available in Bolsover District

Manufacturing Growth Programme

Access to grant funding

Through the programme, businesses may be eligible for a grant to cover a percentage of the cost of implementing a business improvement project. Grant values are specific to each business application with a maximum project value of £10,000.

Get in touch with your local Growth Manager today to discuss how they can support you to achieve your growth plans.

Email: mark.taft@oxin.co.uk

Telephone: 07542 861 158

The Manufacturing Growth Programme is the UK's largest and leading business support programme for SME Manufacturers. The programme aims to support SME Manufacturers to grow by identifying, understanding, and removing barriers to growth.

About the programme

The programme provides many advantages for businesses in Bolsover District, including:

- An independent business review to identify opportunities for business improvement and growth
- A diagnostic tool specifically designed to help benchmark your business against internal aspiration and goals
- A detailed action plan guiding you through the process of improving your business
- On-going business support with a trusted and experienced Manufacturing Growth Manager
- Access to grants to co-fund your improvement project

This highly successful programme is available until the end of March 2023, so get in touch today! For more information visit www.manufacturinggrowthprogramme.co.uk

www.manufacturinggrowthprogramme.co.uk





Your employees want more skills

We have carried out a skills survey that highlighted Bolsover District residents would like to take part in training and development to improve their skills.

The survey was carried out between February and October 2021 to help build a picture of what skills and experience people in the District have, and their future skills needs.

The resulting report explored the extent to which skills and qualifications are being utilised as well as attitudes towards participation in employment, training and learning.

The survey was targeted at residents of Bolsover District between the ages of 16 and 65 or older if still in employment. Some of the key findings in the report include:

- 49% of employees wanted to get a better job with their current employer.
- There was a strong appetite among respondents to undertake training and learning. 66% indicated they would like to undertake some training and learning in the next two years.
- 33% of respondents felt they needed to improve their skills using computers.
- 37% had not received any training from their employer in the last 12 months.

- Of those who had received training, the majority (72%) agreed it had helped them to develop the skills and knowledge they need to do their present job.

So what can you do?

Consider completing a skills audit within your business to get a clearer picture of existing skills and competency levels in your workforce.

This will ensure that your employees have the right skills and competencies to succeed in their job and also identify opportunities (as well as appetite!) for training and skills development.

It can also help you to identify skills gaps and shortages in your business, which will help you to decide what type of skills and experience you might need to recruit for in the future.

There are lots of benefits to investing in training for your employees:

- Well-trained, competent employees are more engaged at work
- Engaged employees are happier, more productive and provide better customer service

- Engaged employees tend to be more loyal, reducing the need to recruit and replace leavers in the future
- Improving the skills levels in your business can help you achieve better results and reduce costs
- Bringing new skills into your business can increase the opportunities to grow your business

Council Leader, Councillor Steve Fritchley, said: "Carrying out this audit of skills and employment in the District was vital to getting a picture of what the people of our district need. After studying these results we can now start to work on preparing policies that will address real need and support people in improving their lives."

For help with completing a skills audit in your business, contact the Business Bolsover team on 01246 242512.

Take a look at the results of the Bolsover District Skills Audit here: www.shu.ac.uk/centre-regional-economic-social-research/publications/bolsover-skills-audit

Acorn Training

Acorn Training delivers apprenticeships and can support businesses in Bolsover District throughout the stages of employing an apprentice.



The Acorn Training tutors place learners at the heart of everything they do; working with them and their employers to develop a bespoke training programme suited to individual learning needs and business requirements.

They specialise in apprenticeships for the Health and Social Care, Early Years and Residential Childcare sectors. They also have a robust delivery plan for the Hospitality and other customer-facing industries with their business skills apprenticeships which include Team Leader, Operations Manager, Customer Service Practitioner, HR Support, Learning Mentor and Business Administrator.

They know that the pandemic has created many barriers to learning, however, their apprenticeship team have adapted their delivery with a strong focus on wellbeing as they truly understand the pressures businesses continue to face. Despite these testing times, their learners have achieved impressive results and continue to demonstrate high levels of motivation and engagement within their

apprenticeships. This success is also reflected within the progression pathways for learners moving into senior roles, higher education and embarking on further training opportunities.

Acorn Training champion diversity and inclusion, helping your business and employees to break down barriers to learning and work. They also help to remove misconceptions about gender stereotypes in certain roles and sectors by promoting inclusive opportunities. This approach to inclusiveness has helped them to penetrate the heart of local communities, establishing trust and long-term partnerships through conjoined empathy, innovation and synergy.

Their in-house recruitment experts work closely with employers to understand the requirements of their business and the role/s available. They are able to source candidates whilst ensuring they possess the right characteristics, skills and qualifications for the job. Over the past year, the Acorn Training Business Development team have also enabled employers to access funding worth a total of over £600,000 in levy transfers.

For further information about how they can support your organisation, please email info@acorntraining.co.uk or telephone 01782 827 827.

Acorn Training work with many different sectors and industries. Employers who chose to train their staff with them can expect to:

- Receive advice and guidance on recruiting and employing an apprentice
- Receive information, advice and guidance on suitable apprenticeships for existing workforce
- Delivery of high-quality training
- Be regularly informed of your apprentice's progress and achievements
- Be provided with access details to your apprentice's online portfolio
- Be treated fairly, equally and with respect
- An opportunity to provide feedback through employer forums
- Receive support with ongoing and future screening and recruitment
- Receive 1-2-1 DAS Support
- Help applying for levy transfer funds

FEATURED PROPERTY: Horizon 29

Horizon 29 is a new industrial/distribution development located near Bolsover. The scheme is strategically located at the centre of the UK national motorway network, between Sheffield and Nottingham.

The development has the advantage of direct access to the M1 motorway via J29A, making it one of the UK's most prominent logistics locations.

The development site extends to 53 acres and will comprise of eight industrial/warehouse units ranging in

size from 73,174 to 310,757 sq ft, (6,978 to 28,870 sq m), built to the highest specification. Horizon 29 is an outstanding development for a diverse range of businesses seeking to optimise their distribution network in the Midlands and to the rest of the UK.

Units are now available and interested parties should contact Frank Knight on 01142 729750 quoting property reference HUB2081293.





Wolseley Infrastructure invests in Bolsover District

Following a multi-million pound investment, Wolseley Infrastructure have announced plans for its Fusion Utilities brand to open a new 160,000-square foot facility on the Horizon 29 site near Bolsover.

The new site, which is due to be completed by April 2024, will be home to a wide variety of best-in-class utilities products which will allow the brand to provide better availability than ever to customers.

It will be used as a fulfilment centre to deliver stock directly to customers, as well as providing services such as hire and servicing and housing the technical services, national sales office and design teams.

Commenting on the investment, John Hancock, Chief Operating Officer, Wolseley Group, says: "This exciting investment has been inspired by our 'customer first' approach, which has guided our developments ever since Fusion Utilities became part of Wolseley Infrastructure. We believe that the new site will build on our product and service offerings to provide our customers with an even easier, more streamlined way to meet their utilities needs.

"Our dedication to people goes beyond our employees — and we're proud that the new site will help to support the local community too. It's all part of our mission to create a positive impact in everything we do."

Initial designs include the warehouse combining a green exterior with building features that mirror the natural landscape, visually showcasing Wolseley Infrastructure's commitment to being environmentally conscious. The site will also include local vegetation to provide a biodiverse habitat, in addition to having attenuation ponds to reduce flood risks.

Neal Lambert, Technical Director at Wolseley Group said, "This new warehouse marks an exciting time for Fusion Utilities, with our customers, colleagues and suppliers all reaping the countless benefits this site will provide, in a central location with easy motorway access.

The team have been working tirelessly to make sure the site meets all our customer requirements and we can't wait to unveil it in 2024."

On top of the benefits to customers, the new warehouse will create jobs for residents in Bolsover District and the surrounding area.

Council Leader, Councillor Steve Fritchley said, "We have fully supported the reclamation of the Horizon 29 site and are delighted to see it flourishing with such well-known and established companies like the Wolseley Group investing in Bolsover District. We are a growth district and want to encourage businesses like this to expand and relocate to the area as we have all the attributes like the land, labour and location to help businesses succeed. I look forward to the new site opening and especially the creation of new jobs for our local communities."



Waitrose teams up with Dobbies Garden Centres to launch new foodhall partnership

The partnership with the UK's leading garden centre sees more than 50 Waitrose foodhalls launched at Dobbies stores across the UK.

This included around 20 new towns where Waitrose was not currently present, including Barlborough.

Waitrose supplies the retailer with over 2,000 products, including ready meals, free-from and vegan lines, prepared fruit and vegetables, snacks and store cupboard staples.

Dobbies customers are able to buy products from the grocer's value range Essential Waitrose, as well as its premium ranges Waitrose No.1 and Waitrose Duchy Organic.

James Bailey, Executive Director for Waitrose, said: "Our agreement with Dobbies not only gives us the opportunity to work with a partner who shares our values when it comes to quality and service, but underlines our ambitions to bring Waitrose food and drink to even more people throughout the UK. It takes us into locations that are entirely new for us and builds our presence in other areas where a Waitrose shop may not currently be conveniently accessible despite strong demand for our products."

Graeme Jenkins, CEO of Dobbies, said: "Waitrose and Dobbies share a commitment to great value, quality and sustainability. They are the natural partner for us as we look to build on the success of our foodhalls in recent years, which have become a popular part of our customer offer."

The new partnership builds on Waitrose's growing presence in the convenience sector through relationships with third parties as they continue to reach more customers and make Waitrose products even more accessible.

New company to help regenerate our District

We are embarking on a 30-year regeneration programme, the scope and ambition of which has never been seen in the District before.

The growth will be focused on a number of priority areas including building new council housing, commercial properties, regeneration of town and village centres and private housing for sale or rent.

To deliver this regeneration, we have set up a wholly-owned company called Dragonfly Development Ltd.

A full business case on the new company was commissioned from Sharpe Pritchard (Public Sector Lawyers) and 31ten and clearly shows Dragonfly Development Ltd to be a viable proposition, which will generate income over the proposed 30-year period of the plan.

Council Leader, Councillor Steve Fritchley said, "This is the start of a new era. With government funding reducing all the time, we have to think big as a Council, attract more income and develop and regenerate our District to meet the needs of our ever-growing population.

"We have discussed the proposal on numerous occasions at Council meetings and it has received cross-party support including from

both the Conservatives and Independents, which shows the strength of feeling and backing for the new company. I have always said 'to be in control of it, you must own it' and that is why we have set up this wholly-owned company with no private developer influence."

The company has been set up after the collapse of our preferred building contractor Robert Woodhead Construction Ltd, which left several 'live sites' hanging in the balance. We took quick and decisive action by agreeing to take on the current constructions projects in Whaley Thorns, Creswell, Langwith and Shirebrook with minimal delay so the construction projects could be delivered as promised.

One of the main areas of work for the new company will be to build more council properties. We currently have over 1,700 active applicants on our housing waiting list, so there is obviously a shortfall of properties.

The company will also look to develop commercial properties, whether this is transforming empty or redundant town

centre accommodation or building bespoke units for small to medium sized enterprises.

And as part of Dragonfly Development Ltd, a new lettings company will be established to manage and operate the day-to-day management of Council properties.

The company will look to build council housing, but will also develop private housing for sale/rent to attract income. We are also looking at developing commercial premises to help boost the economy.

Council Leader. Steve Fritchley said, "As a Council we have never shied away from making big decisions. Decisions that bring about many benefits for our residents and businesses. So, I cannot stress enough the importance of this new company.

"This is not about individual projects or certain areas, it is about the whole District, working together to bring about the economic and cultural changes we desperately need that meet the challenges we are faced with."





Royal Warrant for District based manufacturer

Bolsover District based manufacturer, Penny Hydraulics, has received a Royal Warrant of Appointment.

A Royal Warrant of Appointment is a mark of recognition awarded to persons or companies who regularly supply goods or services to the Royal Household. Recipients must also show that they meet strict sustainability criteria.

Managing Director, Robin Penny said: "To be recognised in this way by the Royal Household is a great honour and is an achievement that everyone at Penny Hydraulics

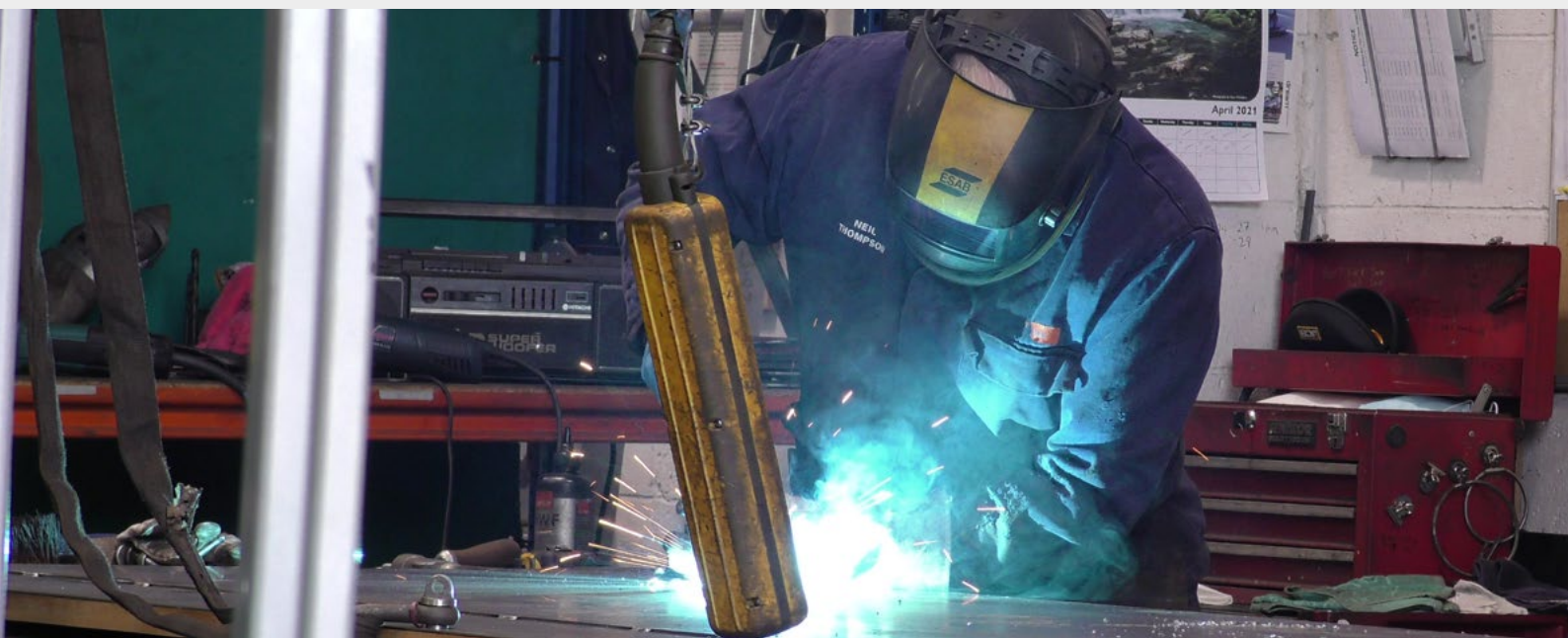
can be proud of as everyone has played their part.

"It is a clear demonstration of our commitment not just to quality but also to the principles of social, environmental, and economic sustainability. These are principles that will be ever more important in future".

Established in 1978, Penny Hydraulics is an award-winning UK manufacturer of lifting equipment, offering world class

manual handling solutions. They join 800 Royal Warrant Holders, having supplied chandelier and baggage lifting systems.

General Manager, Ed Penny said, "We really couldn't be prouder. This accolade is testament to our dedication to both quality products and service, which all our customers benefit from, not just the Royal Households."



Helping local businesses

We are offering businesses the opportunity to take advantage of a free advertising offer.

Four large digital display screens have been installed in local town centres (Bolsover, Clowne, Shirebrook and South Normanton) and Council Leader, Councillor Steve Fritchley insisted that free adverts would be offered to local businesses to help promote themselves.

The adverts appear for approximately 20 seconds on a rolling basis and are available to any business based within Bolsover District or offering services specifically for local residents.

Councillor Fritchley said, "The response to the offer has been great. As a Council, we are

all about helping our local businesses and groups and boosting the economy. They have had a torrid time over the past couple of years and we can't see the point in charging them to advertise as this will only compound their problems even more."

Over 150 business and groups have taken advantage of a free advertising offer so far and here are just some of the comments received:

'What a great idea.'

'It's not very often you get something for nothing, so credit to the council in helping local businesses.'

'We have really struggled for the past few years, but this offer will certainly help us attract more custom.'

If you would like to take advantage of the offer please contact us on 01246 242323 or email scott.chambers@bolsover.gov.uk



Latest D2N2 Growth Hub events

Below are two that may interest you:

How to Lead a Hybrid Team - Online

3rd March 2023
10:00am - 12:00pm

Converting Web Visitors into Leads and Sales - Nottingham

15th March 2023
9:30am - 2:00pm

All of our events are:

- Free of charge
- Open to businesses in Derbyshire and Nottinghamshire
- A fantastic way to upskill your workforce

Events are hosted by the D2N2 Growth Hub team directly or through our extensive partner network. **Register at www.d2n2growthhub.co.uk/events**

Support for green entrepreneurs

Applications are still open for expressions of interest for a £2 million green grant fund.

The Green Entrepreneurs Programme is aimed at businesses interested in developing and investing in green energy and carbon reduction schemes

The scheme has been developed in partnership with the University of Derby and aims to support businesses to realise green growth through the programme's three strands:

1. Green Entrepreneurs Demonstrator Fund: £1.2 million set aside for a small number of high-quality projects from entrepreneurs wanting to establish green, alternative energy or low carbon initiatives in Derbyshire to provide community heat and power schemes. The minimum grant available through this fund is £100,000.

2. Green Entrepreneurs Small Grant Fund: Grants of £10,000 to £20,000 for new and existing businesses with game changing proposals in alternative energy, clean fuel and carbon reduction. £500,000 will be made available through this fund.

3. Green Entrepreneurs Scholarship Fund: A training fund to support individuals to retrain with skills to enable them to enter the field of alternative energy. £100,000 will be made available through this fund, with grants awarded of up to £1,500 per person.

There are several application rounds for this funding which run until March 2024.

For support with accessing the fund, please contact the Business Bolsover team on 01246 242512.



Businesses: start your journey to Net Zero

We have received £1.9m from the UK Shared Prosperity Fund to help deliver local projects.

As part of our investment plan put forward on how this money will be used, a pot has been set aside to help businesses start their journey to Net Zero. The aim is to support businesses to become more competitive and profitable while encouraging low carbon solutions.

It's likely that the programme will include fully funded networking events and energy roadshows to help you to understand how taking steps to tackle climate change might benefit your business' bottom line. For example:

- Reducing your energy bills
- Improving public perception of your business
- Increasing appeal to customers (green credentials)
- Improving competitive edge
- Increasing productivity and efficiency
- Being prepared for future laws around Net Zero

It is expected that the events will be followed up with a series of training workshops, alongside consultancy and grants, to empower your business to take its first steps on its journey to Net Zero and saving costs.

Following on from a successful pilot programme in 2022, we are encouraging businesses to register their interest for this fully funded programme ahead of launch. The pilot programme was oversubscribed and we expect that places will fill up quickly once again.

Small businesses: are you worried that you don't have the time to attend the event? Our pilot programme included a £500 attendance grant for SMEs to cover the cost of your time away from your business. It is anticipated that this will be made available again as part of the programme.

Councillor Liz Smyth, Cabinet Member for Economic Growth said, "It is vitally important that we put our plans into place and help local businesses embrace the green agenda as they strive to become Net Zero.

"The funds we have made available are the starting block in our race against this problem and we would encourage as many businesses as possible to talk to us about how we can assist them."

To receive updates about the programme as soon as they're available, we are encouraging businesses to sign up to receive our newsletter. Don't miss out. To sign up, simply email regeneration@bolsover.gov.uk and type 'newsletter' in the subject line.

Is your business looking for an opportunity to give back to the community?

To take action on climate change? To aid nature recovery in the local area? To engage your staff in a team building activity that will benefit their health and wellbeing?

Look no further! The Bolsover Community Woodlands project are aiming to plant up to 30,000 trees in Bolsover District by next spring and we need your help.

We are inviting local businesses to come along for a full or half day Woodland Creation Experience.

There are a range of different packages on offer to suit businesses large and small along with bespoke offerings for larger groups.

We can also work with you to help you get more trees planted on your own land.

Register for our Community Woodlands Newsletter by scanning the adjacent QR code.

For further details please contact our Community Woodlands Project Officer Katherine Church to discuss available options and dates. Email katherine.church@bolsover.gov.uk or telephone 01246 242414.





Start-up grants for your business

There is a Business Start-Up and Business Support Grant Scheme which offers capital and revenue support for early stage businesses.

It's open to people who live in Derbyshire who are starting their own business, or have recently set up a business in the last year.

A team of local expert business advisors are in place to offer free advice and support and funding of up to £10,000 per applicant is also available.

Networking opportunities and help in securing a wide range of services necessary to help entrepreneurs turn their venture into a success are also part of the support package on offer.

The scheme is particularly interested in helping entrepreneurs and those aged between 17 and 30, or who are aged over 50 and who lost their jobs or livelihoods during COVID.

A funding pot of £550,000, which has been raised through the county's involvement in the Government's Retained Business Rates Pilot scheme, has been set aside to fund companies, with a range of grants available over the next two years.

To find out more about the scheme and request support please email regeneration@bolsover.gov.uk with a brief description of your business venture, its current status and your contact details (name, address, email) and a business advisor will be in touch. Your personal information will only be used for the purposes of providing advice and support through the Business Start-Up and Business Support Grant Scheme.

The role of an Economic Development Officer



Caroline can be contacted on:

01246 242 324 or
Caroline.Daghsh@bolsover.gov.uk

Ever wondered what the role of an Economic Development Officer involves? From helping businesses survive lockdown, to reviving town centres, we asked our Senior Economic Development Officer, Caroline Daghsh, what it takes to work in Economic Development.

What's it like to work in Economic Development?

Economic development is a fast-paced, ever changing role that offers a chance to make a difference in the communities where we live and work.

One of the most important parts of our role is to connect with new and existing businesses. This is so we can learn about the opportunities and challenges of local businesses and identify trends that we can help businesses to overcome or take advantage of, such as a skills shortage in a particular industry or demand for certain products in export markets.

During lockdown, we had to change everything that we were doing to work day and night to get Covid grants out to businesses that desperately needed them. Although that was definitely unusual, the role really can change that quickly!

Everyone has their own story about their business, what they want to achieve and why, and it's rewarding to see the difference you can make by offering them support. Being able to see a grant through from start to finish and how it has helped a business is nice and people remember you and keep coming back.

Can you tell us how you came to work in the public sector?

I saw a job advertised at a local district council and applied for it. I was 17 and had just finished college. It was my first interview and the interview panel consisted of the Director, Assistant Director, HR Manager, Secretary to the Director and two local authority officers, all for a scale 1 administration role!

Luckily I got the job and started my career as a Clerical Assistant in Technical Services, which at that time included Planning, Building Control, Highways and Drainage, before I moved to Estates as a secretary.

I was promoted to Economic Development Officer in 2004 and I was part of this team for 22 years before it formed part of a shared service in 2012 with another district council.

I moved to Bolsover District Council as a Senior Economic Development Officer in March 2022.

How long have you worked in the public sector?

35 years! There wasn't a thought of doing anything else. I saw the decline of manufacturing and coal mining during my career, and how it affected the community I was a part of. Family and friends lost their jobs.

What I was doing was making a difference, working to support the businesses and people affected. It made me passionate for the role and the difference we could make.

What did you study at college?

I went to West Notts College where I studied administration, office organisation, secretarial studies and private secretary certificates. I also learnt shorthand.

Can you tell us about the first couple of months in your job?

The first couple of months were very interesting and overwhelming just how diverse my job role would be. I have been learnt about the geography of the District, demographics and meeting with partners and familiarising myself with how the work we do fits in with the work of partners.

I also worked with colleagues to pull together the Investment Plan for Bolsover's Shared Prosperity Fund. This details the projects that our share of the £2.6 billion pot will be used for. There will be a range of projects focused on growth, creation of

jobs and skills that will benefit the local community.

What does a typical working day look like?

Every day is different. I might be out attending meetings with businesses, partners or other local authorities, working with team members or colleagues in other departments, or in the office responding to emails and answering enquiries.

What excites you as an Economic Development Officer?

My role gives me the opportunity to make a real difference to the communities I work with. I'm looking forward to implementing the completed Investment Plan and excited about being involved in the delivery of some of the projects.

What has been your biggest achievement to date?

I set up and delivered a Townscape Heritage project in Mansfield town centre, during lockdown. I got grants awarded to a quarter of the properties in the area, created a website, went onto the radio to raise

awareness of the project, ran online competitions for young people, created oral history training about the town and worked with travel and tourism students at Vision West Notts College to produce a guided tour of the heritage area. All in all, I was very proud of what I achieved under some very challenging circumstances!

What skills do you need to be an Economic Development Officer?

First of all you need to be passionate about making a difference. You need to be a people person with good communication skills, as you will be working with lots of different types of people, from business owners and other local authority officers, to local councillors and funders. You need to be able to keep calm under pressure and be confident, and must be polite and professional at all times, acting as an ambassador for the council and the District.

Do you still know shorthand?

Dear Sir, thank you for your letter, and that's about it!



State-of-the art offices to let in inspirational business hub

The Tangent is an inspirational business hub in the heart of North Derbyshire. Whether you're just starting up, or a growing business, The Tangent offers everything your business needs to thrive, set within a vibrant state of the art and professional environment.

The offices are bright and comfortable, finished with underfloor heating, perimeter trunking, LED lighting, fresh air ventilation, telecoms, high speed internet (2mbps guaranteed), and CCTV to external and common parts.

The centre benefits from a manned reception (week days), informal meeting and breakout

space, bookable conference rooms, showers and fully fitted kitchens. Externally there is a barrier controlled car park providing 120 spaces operated on a first come first serve basis.

Offices are let by way of easy in, easy out, internal repairing and insuring lease, for a period of three years. There is a tenant break operable after six months

at any time with three months notice.

The property is being marketed by Omeeto and can be viewed at www.omeeto.co.uk. Alternatively, interested parties can get in touch with Sally Lovell on 01246 242308 or email sally.lovell@bolsover.gov.uk.



Equalities Statement

Bolsover District Council is committed to equalities as an employer and when delivering the services it provides to all sections of the community.

The Council believes that no person should be treated unfairly and is committed to eliminating all forms of discrimination, advancing equality and fostering good relations between all groups in society.

Access for All

You can request this document or information in another format such as large print or language or contact us by:

- **Phone** - 01246 242424
- **Email** – enquiries@bolsover.gov.uk
- **BSL Video Call** – a three way video call with us and a BSL interpreter. It is free to call Bolsover District Council with Sign Solutions, you just need

wifi or mobile data to make the video call, or call into one of our Contact Centres.

- **Call with Relay UK** via textphone or app on 0800 500 888 - a free phone service provided by BT for anyone who has difficulty hearing or speaking. It's a way to have a real time conversation with us by text.
- **Visiting one of our offices** at Clowne, Bolsover, Shirebrook and South Normanton.