



Connections

FOR MEMBERS OF THE CLIFTON MOOR BUSINESS ASSOCIATION

Positive signs

Celebrating 10 years of great business and making big plans for the future. Read the Andrews' success story on page 8.





WELCOME TO CONNECTIONS, THE MAGAZINE FOR MEMBERS AND FRIENDS OF THE CLIFTON MOOR BUSINESS ASSOCIATION (CMBA).

Published on a regular basis, this newsletter contains your stories to help promote the Clifton Moor business community. Please remember, this is your newsletter and we want to hear from you.

Alongside the magazine, the CMBA also holds regular breakfast meetings, offering members the opportunity to network and exchange information with each other.

WHAT'S ON? CMBA Christmas Social 6pm - 8pm Wednesday 12th December 2018

The 2018 CMBA Christmas Social will be held at the BRANDED! office. Join us for a festive evening including seasonal nibbles and drinks.

If you're a budding baker, or an enthusiastic eater, we will be holding a mince pie 'bake-off'. Bring along some homemade mince pies, these can either follow a traditional recipe or take on a contemporary twist.

We look forward to seeing you on the 12th December at the BRANDED! office located at 3A Centurion Office Park, Tribune Way, York, YO30 4RY.

ON OUR COVER: James and Jill Andrews who are making their mark at Andrews Signs and Engravers.

This newsletter is designed by RED Publications, 01904 479500.

BREXIT – Making your business resilient

MATT ROWLEY, CORPORATE, COMMERCIAL AND REGULATORY SPECIALIST AT HARROWELLS SOLICITORS



Matt - don't forget to plan.

We are all aware that the process of 'Brexit' is likely to involve considerable change whatever the short term and longer term outcomes.

Trying to anticipate the more likely Brexit opportunities and threats is one obvious course of action and we will be looking at different aspects of 'Brexit planning' in subsequent articles.

More immediately, it is important to understand that Brexit really involves two aspects. Much of the current focus, understandably, is on the Withdrawal Agreement – whether there will be one and, if so, what form it will take.

Essentially, change is likely to be with us for the foreseeable future; business planning that only focuses on the impact of Brexit (whether 'deal or no deal') will not be sufficient.

We will be posting a series of articles on our website and social media accounts in the coming weeks and months on different aspects of business planning in the current environment.

In the meantime, we thought it would be helpful to identify key contacts who can help regarding particular aspects of business planning:

- REGULATORY AND COMPLIANCE Matt Rowley matt.rowley@harrowells.co.uk
LAND/PROPERTY-BACKED FINANCE Stephen Proctor stephen.proctor@harrowells.co.uk
AGRICULTURAL SECTOR Paul Burkinshaw paul.burkinshaw@harrowells.co.uk
Stephen Proctor stephen.proctor@harrowells.co.uk
SUPPLY CHAIN CONTRACTS Richard Hugill richard.hugill@harrowells.co.uk
Paul Burkinshaw paul.burkinshaw@harrowells.co.uk
EMPLOYMENT PLANNING Marie Horner marie.horner@harrowells.co.uk

We will be posting a series of articles on our website (www.harrowells.co.uk) and social media accounts.



MOVING ON UP

AS JDL MARK THEIR 11TH YEAR OF TRADING, WE CATCH UP WITH THEIR OFFICE MANAGER MICHAELA SMITH TO FIND OUT WHY THERE IS SUCH A BUZZ AROUND THE ORGANISATION AT THE MOMENT.

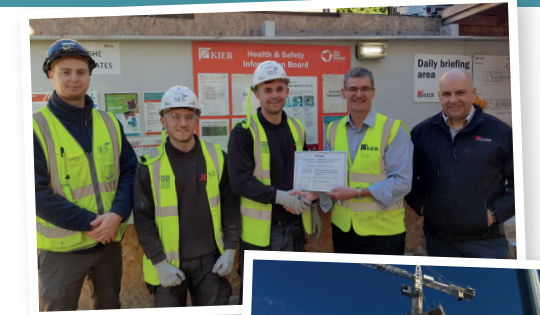
The past few months have been great for us as a company thanks to the new contracts we've secured and, of course, our new recruits. In August we won a new contract to supply the mechanical installation package for 94 new flats at Queen's Gardens in Hull.

August was a really busy month for the company as we also secured a contract to work on the York Community Stadium. The new site will consist of an 8,000-capacity stadium, a gym, swimming pools, a sport hall, dance studios, a 13-screen cinema, retail units and much more, and JDL have been given the contract to work on the three-storey leisure building.

We are also currently working as a subcontractor for SES Engineering, on an 18-storey student accommodation building in Leeds and last week we

were awarded with a Safety, Health and Environment (SHE) award from Kier (the main contractor). The award was presented to JDL to recognise the team's excellent onsite performance in respect to SHE compliance.

To assist with all of this new work, we have also welcomed many new recruits to the company; our apprentice team has grown from four to seven people, we have a new Logistics and Warehouse Manager and a new Plumbing and Heating Minor Works Manager, as well as a new Administration Assistant.



Top: Receiving the SHE award from Kier



Right: Construction at Vita in Leeds

JDL Electrical | Plumbing | Heating
IF YOU WOULD LIKE ANY INFORMATION ON THE SERVICES JDL CAN OFFER YOU, PLEASE CONTACT 01904 608 350.
TO FIND OUT MORE ABOUT THE NEW STUDENT ACCOMMODATION BUILDING IN LEEDS, VISIT: https://www.vitastudent.com/student-accommodation/leeds/

Trailblazing digital radio station takes to the FM airwaves

York's brand new local radio station has hit the airwaves on 102.8 FM across York and surrounding areas!

The brand new local radio station, based on Marsden Park, Clifton Moor, launched its brand new frequency from The Coppergate Centre, York at 12 noon on Bank Holiday Monday 27th August 2018, with Party Band 'The Superlicks' playing to a huge crowd.

Fast-growing feelgood station YO1 Radio has been building up an impressive online audience share since it began broadcasting across a digital footprint on 12th September 2017, but from today, the estimated 50% of local radio fans who still prefer to listen through an analogue signal will also be able to enjoy the station's fresh new sound on the FM frequency 102.8.

"People listening online, through their Smart TV or via our free app will still be able to enjoy the YO1 experience as before", explained YO1 co-founder and presenter Chris Marsden.

"Over the last 12 months we've been constantly asked by people who still listen to FM radio in places like their car or their workplace, how they can make the switch. From September it will be as easy as doing a quick scan and resetting their pre-sets."

YO1 director Carla Ballantine added: "We've been amazed by the reaction since our launch, with thousands of new consumers coming on board and engaging with our innovative mix of



classic hits, local music, competitions, interviews and relevant York-based content. We know that FM frequencies are likely to be phased out in the future but for now we've listened to what our audience and advertisers have told us and opened up the ways people can be part of the YO1 feelgood experience."

In addition to the new FM frequency, listeners can still tune in to YO1 Radio via the free IOS and Android app, Tune-In, Smart TVs or online at www.YO1radio.co.uk

OFFICE SPACE FOR RENT

6 Month NO RENT PAYABLE Incentive for Start-Up Business*

Tired of family members working out of your spare room? Have friends looking to start up a new business venture? Need more room to expand your own business space?

With a prime location on Clifton Moor, 3A Centurion Office Park could be the new start you need.

We are offering a six month, no rent payable for a start-up business to trial this office space. Naturally, the new tenant would need to pay for (and organise) their own internet access, phone line and own rates. Some office furniture is available, if required - otherwise the tenant will also be responsible for furnishing their new office space to best suit their needs. This incentive is to help with the initial costs for a start-up business, but with access to a bookable meeting room, shared kitchen facilities and your own designated parking space this could be the boost you, and your business, needs.

Not a start-up company? Yes, you are still able to rent this office space at £4,200 per annum inclusive).



PLEASE SEE THE FULL PARTICULARS FOR THE PROPERTY AT: <https://www.barrycrux.co.uk/property.php?id=660&p=Ground-Floor-Office-York> FOR INQUIRES: c.burchell@trade-mark.co.uk OR 01904 476 388.



It's time to Make Tax Digital

NEXT SPRING SEES THE INTRODUCTION BY HM REVENUE AND CUSTOMS OF MAKING TAX DIGITAL (MTD). AFTER OVER FOUR YEARS IN THE PLANNING, DOES IT AFFECT YOU AND WHAT DO YOU NEED TO DO TO MAKE SURE YOU AND YOUR BUSINESS IS READY?

Morrell Middleton, Chartered Certified Accountants based on Clifton Moor explain more...

WHAT'S IT ALL ABOUT? The aim is for HMRC to be interacting digitally with all taxpayers, which in effect means moving to mandatory online filing and records needing to be kept electronically.

WHEN DOES IT START AND HOW WOULD MTD WORK?

MTD had been planned to start in April 2018. It will now start in April 2019 and only at that date for businesses with a turnover above the VAT threshold in order to meet their VAT obligations. The deadlines for sending VAT returns and making payments are not changing.

From April 2019, businesses above the £85,000 threshold have to provide their VAT information to HMRC through Making Tax Digital software. This software will not be provided for free by HMRC. The software will be offered by third parties and HMRC has no plans to endorse a particular provider.

Businesses will send summary data to HMRC about their business each quarter, or more often if the business prefers. They will also send a detailed breakdown of sales/income as part of the return. The summary data will

consist of total income and total expenditure. Making Tax Digital for taxes other than VAT will begin 'not before' April 2020.

SO WHAT NEXT? HMRC are currently running a pilot and are seeking volunteer VAT registered businesses to take part. HMRC are working with software providers in order to test their systems. Later this year a more public VAT pilot will be launched, though no specifics have been released.

In August 2018 HMRC announced that they are working with more than 150 software suppliers who will provide software in time for April 2019 to meet the VAT requirements. Currently, 40 software providers are able to support the pilot scheme.

Earlier this year, HMRC began inviting self-employed individuals and agents to join the Making Tax Digital (MTD) pilot for income tax. The aim being that taxpayers will see an estimate of how much tax they owe rather than waiting until the normal due dates. For assistance in ensuring you're MTD compliant speak with your current accountant. If they can't provide you with the answers you want, or you'd like independent advice contact our team at Morrell Middleton on 01904 691141 or by email to post@morrell-middleton.co.uk

A STRIKE AT RED... SURELY NOT?

THE TEAM AT RED PUBLICATIONS SWAPPED THEIR DESIGN STUDIO FOR A BOWLING ALLEY IN OCTOBER TO MAKE THEIR ANNUAL BUSINESS 'AWAY DAY' A LITTLE MORE FUN.

Each year the team from RED 'down tools' for a day to take a step back, re-charge and re-focus.

This year the morning began with some great discussions on how the internal communication agency, based on Clifton Moor, can improve its service offering to client companies.

Director Andy Douse said: "We also talked about why it's great to work at RED and unanimously discovered that it's because we have a strong work ethic and sense of fun."

"Our discussions also focused on how we can continue providing an award-winning service and creativity to our existing and prospective clients in the months to come, and the ways in which we can keep evolving within the industry."

He added: "Then, because we recognise that the key to good internal communication is a happy and connected workforce, we celebrated our year's achievements with



Top: Team Red – ready to bowl
Right: Dave with his winner's medal



some afternoon ten pin bowling. Despite some very impressive (and some not so impressive) final scores, the outright winner was Dave, our new Account Manager, who was awarded the first place prize.

"But, the real winner of the day was the whole team because it brought us together on both a professional and personal level, ensuring we are a tight-knit, agile team prepared to support our clients in creating a similarly affective workplace."

Charity champs are in the pink

BRANDED! have been running the Race for Life since 2012 and on Sunday 16 September 2018, members of BRANDED! as well as friends and family (yet again) took part in the Race for Life 5km at the York Knavesmire.

Armed with pink leisure wear, tutus and glitter, over 1,700 people participated in the run – 13 of those people being BRANDED! team members. After a warm up to the songs 'Baby Shark' and 'Sexy and You Know It', a sea of pink participants got ready at the start line to walk, jog and run the race. At each distance point, there was a member of the Race for Life team cheering everyone on and providing motivation to keep going.

Down the home stretch the crowd was cheering everyone on – including the odd dog and pushchair pusher. Once we had crossed the finish line, we were handed our Cancer Research UK medals and a bottle of water for our efforts. Each BRANDED! team member finished the race in under an hour – with the quickest time being 38 minutes.

In total, £210,000 was raised on the day and BRANDED! collectively raised in excess of £800. Thank you to all those who took part and to everyone who supported our efforts.



Recruiting for an SME or a family business

Hiring new staff can be a mammoth task; when it's a small, or family-run business you're recruiting for, it takes on a whole new level of complexity. You're not just looking to plug a skill-set gap here. You're looking for somebody who can share your values as an organisation and reflect your brand identity with conviction. A team player who can wear several hats – often at the same time. Someone more than a great cultural fit; they'll blend in so well, you can consider them 'one of the family'.

So, where do you begin your search for that epic person, or people, to help take your business to the next level? Here's a guide to making your recruitment process a success created by One to One recruitment, based out of the York Eco Building Centre on Clifton Moor.

PIN-POINTING YOUR 'WHY?'

What is it you're looking to achieve by hiring somebody externally? Is this purely down to a gap in the skills you currently have in-house? Or are you looking to bring in new, fresh ideas and experience from the outside world? Perhaps your view is to hand over much of the day-to-day running of the business to free up your own time. It could be a combination of reasons, but make sure you know your WHY before you begin your search for Mr or Mrs Right.

SETTING UP SHOP

It's all well and good having new blood come on board but are you genuinely ready for them? Has thorough analysis shown you can afford a new hire – their salary, plus ongoing benefits? Have you prepared all of the documentation necessary, such as a contract of employment and a job description? How about full job descriptions for you and any current employees working for the business? This is vital in preventing ambiguity around roles and responsibilities once somebody external joins you. So, make sure you spend time getting the basics in place before you welcome them aboard.

SEARCH FOR A HERO

Once you've a clear objective as to why you're looking to recruit externally then you can move onto finding he or she who fits. This is where you would most benefit from a professional recruiter. Not only do they have access to candidates, but they are well-versed in managing the hiring process from initial search to skill-assessment and background checks to final selection. That said, don't shy away from any involvement with the interview process since this will be your single opportunity to vet each candidate and assess them at face value. And involve your existing team (or someone who's opinion you value) in the hiring process, too. Sure, if you're a large family business with many family members it could prove too much for everyone to sit in on interviews but, at the very least, include your family in reaching a decision on whether or not to hire.



You're looking for somebody who can share your values as an organisation and reflect your brand identity with conviction.

MAKING AN OFFER

Once you're feeling like you've found the right candidate for the role, then it's time to offer. You'll need to go a little over and above the 'See you on Monday?' here. Remember, your candidate is also assessing you and may be feeling unsure on your offer over another one or four they're considering. A professionally prepared contract legible and with clear terms and conditions is an absolute must; with any probationary period laid out in full. You may be offering additional compensation and benefits; again, these must be clear to the candidate as part of their overall package. It would also be useful to give details of their growth path since many potential employees will be keen to see past the one year period.

RETENTION RULES

Your new shiny employee is all settled in. Job done! Isn't it? Not if you want to keep them onboard indefinitely. Remember, they're already more susceptible to feeling the 'odd one out' so do all you can to prevent this happening. Where appropriate, involve them in decision-making. At the very least, organise a get-together away from the workplace where some common ground is felt; perhaps a meal out or an activity afternoon? Invite other family members not involved in the business along, too; it will help your new employee feel they know everybody and prevent them from feeling isolated during discussions.

THE SEE GREEN TEAM CELEBRATE THEIR 10TH ANNIVERSARY

Handing in your notice at a well-paid role to set up your own company – on the same day your wife tells you she's pregnant with your first child – is always going to be make or break for a fledgling business owner.

That's just what happened to Dan Taylor when he set up York-based web development company See Green back in 2008. Ten years on and See Green has its own offices on Clifton Moor, a team of seven, and an ever-growing portfolio.

Dan left a top Leeds-based creative agency to set up the company from home whilst wife Anne was also at home with their daughter Abigail, now also 10. Dan said: "It was an interesting time, finding new clients and becoming a new dad - it certainly motivated me to get work in!"

After maternity leave, Anne made the decision to join See Green joining fellow Director David Forster. The company moved into York's Eco Business Centre, a hub for small and start-up businesses, before moving into their own premises on Marsden Park, Clifton Moor.

The team now stands at seven, and See Green is currently looking to expand further. Anne said: "We've had a successful ten years in business, and it's quite a milestone to achieve."

"Starting a business in 2008 was always going to be challenging, and even



more so with both of us running our own business. In the past ten years we've had another daughter, Edith, now 7, Dan had surgery to remove his stomach to avoid genetic cancer, we've grown our portfolio, completed over 1,200 projects for our clients, we manage over 500 domain names and regularly have over a million people visiting websites we've created each day, which isn't bad going really!"

See Green hosted a party for clients, partners and friends in September and the business has recently completed

its tenth pro bono charity website, for Canterbury Imagine, a book gifting charity in Bradford which ensures looked after children in deprived areas of the city receive a book a month through the post from birth to their fifth birthday.

TO FIND OUT MORE ABOUT SEE GREEN VISIT www.seegreen.uk AND TO FIND OUT MORE ABOUT CANTERBURY IMAGINE VISIT www.canterburyimagine.co.uk

York shortlisted for University of the Year

THE UNIVERSITY OF YORK HAS BEEN SHORTLISTED FOR THE PRESTIGIOUS UNIVERSITY OF THE YEAR AWARD IN THE TIMES HIGHER EDUCATION (THE) AWARDS 2018. THE AWARDS ARE KNOWN AS THE 'OSCARS OF HIGHER EDUCATION'.

The University of the Year category celebrates examples of exceptional performance through bold, imaginative and innovative initiatives. Our nomination recognises our achievements in respect of creating an empowered environment to enable staff and students to achieve extraordinary things, and also takes account of our work to:

- Deliver innovative teaching
- Widen access to higher education and support progression through philanthropy
- Offer stimulating public engagement programmes.

The Acting Vice-Chancellor, Professor Saul Tendler, said: "I'm delighted that the Times Higher Education shortlisting

panel has recognised the innovation, enthusiasm and dedication of our staff and students.

"Innovation is key to our success and the shortlisted initiatives are powerful examples of the ways that we continue to embody the University's founding principles of excellence, equality and opportunity for all."

The winners of the Times Higher Education Awards will be announced at the Grosvenor House Hotel on Thursday 29 November.



The university provides a varied range of business short courses. The high quality, innovative courses equip delegates with a mixture of strategic, practical and core skills to take back to the workplace. For more information, click here <https://www.york.ac.uk/business/cpd/short-courses-for-business/short-course-booking-page/>

IF YOU'D LIKE TO KNOW MORE ON HOW OUR PROFESSIONAL RECRUITMENT SERVICES CAN HELP YOUR SMALL OR FAMILY-RUN BUSINESS, CALL ONE TO ONE TODAY ON 01904 769142 OR VISIT one-to-one-recruitment.co.uk/



James and Jill Andrews of Andrews Signs and Engravers

The signs are positive

A NORTH YORKSHIRE FAMILY IS CELEBRATING 10 YEARS OF SUCCESS AFTER SETTING UP THEIR BUSINESS IN 2008.

Andrews Signs and Engravers now have their brass plaques unveiled by some incredibly prestigious names, including the Queen, the Duchess of Cambridge and Princess Anne to name but a few.

As well as beautiful brass plaques, the like of which are unveiled at ceremonial openings of places like hospitals and universities, a large part of their turnover comes from the arguably less glamorous, but more rewarding, world of industrial signage and engraved labels.

For example, when an engineer opens an electrical or telecommunications junction box to fix a problem, he will know what's what inside the box thanks to the engraved signage often supplied by Andrews. They provide similar services in utility, engineering and manufacturing facilities, in sports stadiums, concert arenas, and office blocks, and also upon the open seas.

"You'll see our work on ferries and ships, including the Royal Navy fleet," says James Andrews, who founded the business with his wife Jill in May 2008. "Other well-known institutions that feature Andrews signage include the BBC, London Underground, the NHS, Network Rail, Siemens and the grounds of premiership football clubs, such as Manchester City and Sunderland.

Despite their prestigious portfolio of clients, they haven't forgotten their roots. The Andrews Signs team work



relentlessly with the local community to provide their services. Whether it be with local football clubs, schools or businesses, Andrews Signs are experts in trophies, signage, banners and shop fronts.

"We outgrew our offices in Stockton-on-Forest and had to move to larger premises here in Rawcliffe, York, in 2015. Since then, the business has continued to grow year on year, so we will again be moving to larger premises in the near future," says Jill.

There are no indications that demand is likely to decrease, which is one of the reasons why Jill and James have just invested in a brand new state-of-the-art laser engraving machine.

"This machine is much faster, cleaner and more accurate than doing it by hand, and it means we can increase our capacity and cater for more difficult and intricate jobs that use a wider variety of materials that weren't available to us before," says Jill.

She adds: "We are very excited at what the future holds for us, and our aim is to have doubled again in size within the next 10 years."

Putting their best feet forward for charity

In the last 12 months, the team from Hare and Co Accountants based on Horizon Court, Clifton Moor has become far too familiar with the effects cancer can have upon family, friends and co-workers.

One of their colleagues is currently undergoing intensive chemotherapy and with cancer also affecting many other members, they're aiming to raise as much money as possible for Macmillan Cancer Support throughout the year.

Their first fundraising event was undertaken by one of their Directors, Linda Hare, and her friend Kate Hawksworth (pictured below), walking the Minster Way over a three-day period from the 14 September 2018.

The Minster Way is a 49-mile route between the magnificent Minsters of Beverley and York. It crosses the Chalk Hills, as well as a wide variety of the countryside throughout the East Riding of Yorkshire. Part of the route follows the Yorkshire Wolds Way National Trail across Sylvan Dale before diverting to Millington, Bishop Wilton and Stamford Bridge, where it follows the River Derwent into the Plain of York as far as the River Ouse.

A bit of wayward navigation turned the walk into 54 miles, but they did it. There were some extremely sore muscles and feet but nothing a spa treatment at the end could not resolve.

At the time of going to print they have raised a huge £3,100 for this worthy cause. Their 'Just Giving' web page is open at www.justgiving.com/fundraising/hareandco for donations and more events will be announced during the year.

