



**P16-17 | Meet The Expert
Accounts and Finance Advice**

Tim Neale – Partner at Kirk Rice
North Hampshire Office



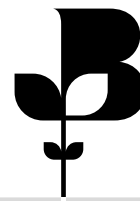
**P4 | Business
Voice**

British Chambers
of Commerce
annual conference

APRIL/ MAY 2020

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Business NEWS



Hampshire
Chamber of
Commerce



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Hampshire Chamber COVID-19 announcement

You are probably aware that the Hampshire Chamber has moved to remote working as opposed to working from the offices. Despite this, we are still working and offering as many of our services as possible. We want to be the “Chamber of Solutions” through this period and have therefore launched our twice a week newsletter as well as producing videos with up-to-date information and advice for businesses.

If you have not received these and would like to, please contact:

ben.applin@hampshirechamber.co.uk.

Events and training:

We have postponed all events and training that are face-to-face until the end of April. We will be monitoring government advice and will keep everyone informed about any future postponements. We will be running virtual events as much as possible. We have been in contact with trainers for webinar training; some courses appear on our newsletter and website.

If there is anything you feel might be of value to our members regarding training or online events and wish to host training or events alongside us, please contact **train@hampshirechamber.co.uk** or **events.south@hampshirechamber.co.uk**.

Membership:

During these difficult times, the membership team at Hampshire Chamber remain in full operation to ensure the best advice and support is delivered to all members. They are more than happy to discuss ways to help maximise membership and ensure you don't miss out on the marketing and promotional opportunities that are still available within this period, from our Business News magazine, to social media, enetworking/training and much more. If you have any queries, please contact **01329 242420** (Option 1) or email **membership@hampshirechamber.co.uk**. We hope you stay safe, and remember, you're Better Connected.

Please look out for our social media and newsletters to get valuable information as well as updates from the Chamber.

Thank you.





Welcome

By **David Joel**, President of Hampshire Chamber of Commerce

Welcome to this month's edition of the magazine. We thought Brexit was going to give us all a headache, but nothing could have prepared our businesses, both locally and nationally, for the invisible enemy that is COVID-19. Now more than ever the Chamber is committed to help our membership get into 'battle rhythm' in order to help you fight through the oncoming crisis. The unprecedented challenges the business community is facing is causing us all sleepless nights.

As Dr Adam Marshall (Director General BCC) wrote in his open letter last month to members: "Every one of our chambers is working tirelessly to help businesses on the front line – as first responders on the ground."

The government has been releasing information on the support it is giving business. The tsunami of information hitting business on every media channel is overwhelming and can be frankly terrifying.

We are committed to support you, our members, to navigate the uncharted waters of business uncertainty.

We have been releasing newsletters twice weekly with a view to demystify some of the support initiatives from central government and turning it into practical advice to help businesses cope during this uncertain time.

We often have called ourselves the Chamber of Solutions. The source of solutions comes from us and our connections and more importantly you and your experiences of keeping your business afloat. I urge you to share your experiences and connect with the Chamber so that we can leverage this to support our business community at large. Your contact at the Chamber is Ben Applin who will facilitate the sharing and dissemination of information. Together we will get through these difficult times. ■

Business NEWS

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The opinions expressed in the editorial content of Business News from Hampshire Chamber of Commerce are not necessarily those of the publishers or of Hampshire Chamber of Commerce, neither do they accept responsibility for the accuracy of such content or liability for any legal implications.



Hampshire
Chamber of
Commerce

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Business voice

Representing Hampshire at the British Chambers of Commerce annual conference

Hampshire Chamber was well represented at the British Chambers of Commerce annual conference in Westminster recently.

Two of our board members – Ross McNally, Chief Executive and Executive Chairman, and fellow Director Peter Taylor – were there engaging directly with politicians and business figures from across the country.

High on the agenda was the impact of coronavirus on business, a subject discussed in a speech by Health Secretary Matt Hancock.

Minds were also focused on business rates reform, skills, recruitment and the collapse of Flybe, Southampton Airport's largest airline operator.

Other speakers included Greg Hands, Minister of State at the Department of International Trade.

This year's conference was titled 'Beyond 2020: Business Priorities for the Next Decade'.

People, trade and infrastructure were the key themes for panel sessions and workshops alongside the headline speakers.

In his opening welcome for delegates, BCC Director General Adam Marshall called for business and government to work more closely together to seize the opportunities for 'global Britain' post-Brexit.

Ross McNally said: "We attend the conference every year as an accredited Chamber. It gives us an excellent opportunity to share ideas with business leaders and meet policymakers face to face. This year it was all about how



Peter Taylor and Ross McNally

we can collectively focus on enterprise and growth. Given the challenging times we are living in, we called on the politicians to do everything they can to support businesses in Hampshire and in all regions of the UK."

Peter Taylor said: "The mood at the conference demonstrated a large pent-up desire for business growth across the country. At the same time,

delegates were clear that if the government's 'levelling up' ambition is to mean anything, then there must be real, positive change to infrastructure, skills and access to markets. A strong partnership between business and government will be essential if we are to achieve new levels of innovation and investment over the next decade." ■





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2020 – It's all looking good?

PREVIEW OF THE 2020 COMMERCIAL PROPERTY MARKET IN THE M3 & SOLENT CORRIDORS



By Mark A Clancy FRICS
Director, London Clancy

2020 will be a year of increasing confidence and positivity across the commercial property market of the M3 and Solent corridors, as investors and occupiers align themselves to the economic and political direction of travel set by last year's election.

However, some uncertainty will remain, not least as regards the outcome of the Brexit trade negotiations, the global economic backdrop and the future of the retail sector. In addition, the optimistic talk needs to convert to action and clear signs of increased take up and investment. In our region, this would build upon an already impressive level of transactions agreed last year, which once again was led by the industrial/warehouse sector, as illustrated by the letting of 342,000 sq ft Centric 341 at Andover to West Coast Holdings and St. Modwen developing two 11 acre industrial schemes in Basingstoke and Poole.

Total commercial property returns will improve over the next twelve months, but tempered by the restructuring of retail as it continues its battle with on-line and the need to re-purpose surplus space. Warehouse/industrial and Grade A Town Centre offices are likely to be the best performers with the Senior Living sector topping "alternative investment" opportunities.

Investment volumes will increase in our region with overseas investors and property companies driving demand as Local Authorities in particular come under increased scrutiny over the quality and location of potential acquisitions.

Industrial and warehouse leasing in our region increased to approximately 2 million sq ft last year and the current pipeline and occupier demand should underpin a similar level of activity in 2020, with "last mile" logistics companies leading the charge for space. Rents will continue to increase from the current levels of £12.00 per sq ft for Grade A space in the upper M3 corridor and £10.25 per sq ft in Southampton.

The recent activity in the office market will be sustained together with increased demand for managed and serviced office accommodation offering flexible work space. Headline rents will move on from £21 per sq ft in Southampton and £27 per sq ft in the north of the M3.

The retail property sector will continue to address the well documented significant challenges, as traditional and long-standing formats are converted to more contemporary mixed use schemes providing alongside retail, residential, leisure, food and beverage and community uses. Rental levels in most of our Centres have already adjusted to the current trading environment and there is unlikely to be any significant movement to those levels during 2020.

In summary, 2020 offers optimism in overall terms for the commercial property market in the M3 and Solent corridors, with both occupiers and investors now being able to frame their property decisions around some level of certainty rather than the stifling deadlock of the last three years. There remain potential obstacles that may need to be addressed, but generally market conditions in our region are set to show growth and buoyancy over the next twelve months.

ACQUISITIONS BUILDING SURVEYING BUSINESS RATES CONSULTANCY DEVELOPMENT INVESTMENTS LEASE RENEWALS
LETTINGS PROPERTY AUDIT PROPERTY MANAGEMENT RELOCATION RENT REVIEWS SALES VALUATIONS

Growing your business through associations

Whether you are a small, medium or large business, building the right connections is extremely important. Joining a business community, a chamber of commerce or a professional body within your industry is a great way to help grow your business.

Find out what options are available to you below.

Business community/support organisations

Organisations such as Enterprise Nation and Federation of Small Businesses (FSB) can provide great support if you have just started a new business or if you already run a small or mid-sized company. They offer business and legal support, financial expertise, networking avenues and a strong representation of your issues in front of the government.

Surrey Translation Bureau (STB) has been a member of the FSB since 2016 and has benefited from discounted business services.

"Our local FSB networking group has a breakfast meeting every month, where members have the chance to get to know each other and learn genuinely useful business stuff. Everyone is encouraged to put themselves forward to give a presentation. As a member, we've also taken advantage of other benefits, including deals on card payment charges and energy bills." – George Cooke, Director, STB.

Chambers of commerce

Chambers are organisations that support and connect companies and share expertise and knowledge, helping them forge new relationships and explore new opportunities. Operating at local, regional and international levels, they can prove useful as sources of support for business on a variety of topics such as exporting.

There is a wide network of accredited chambers of commerce spread across the UK meaning you can choose the one that works best for you.

STB is a member of Farnham, Hampshire and Surrey Chambers of Commerce. Each membership has helped us build valuable connections and provided other opportunities such as promoting our business through their websites, newsletters and magazines; attending insightful sessions on a wide variety of topics, including health and wellbeing, GDPR and social media marketing and having access to an e-learning platform, just to name a few.

As part of our membership with Hampshire Chamber, we were given support in creating a corporate video that reflects our culture and values which features on their website.

Professional bodies in your sector

Whether it's marketing, manufacturing, legal, medical or financial, there are specialised professional bodies for your sector that you can join. In doing so you will be able to participate in conversations around common topics, receive support, keep up to date with industry innovations and trends, get recognised for your contributions to the sector and find a unilateral voice for shared causes.

STB is a member of the Institute of Translation and Interpreting (ITI) as well as Elia.

The ITI is a UK-based independent professional association committed to promoting the highest standards in the translation profession. As a proactive member we've received awards, given presentations and training for other ITI members, and have even judged awards!

Elia is the European not-for-profit trade association of language service companies working on initiatives that are in line with the interests and needs of translation providers and nurture an environment for growth. We recently attended an Elia conference focused on project management from which we gained tips on increasing productivity and the role of a PM within the translation sector.

We've found associating ourselves with these organisations extremely beneficial on many levels. Whilst our members of staff enjoy the training and networking opportunities, as a company we are constantly exploring new benefits that being part of the business community, the chambers and industry specific bodies have in store. Naturally there is a cost attached to these memberships, but the professional value you gain from them outweighs the monetary investment.

We welcome you to have a chat with us about how these associations have positively impacted our services and processes.

Get in touch today at hello@surreytranslation.co.uk or call **+44 (0) 1252 730014**.

Written by Marya Jabeen

March 2020. 



SOLENT LEP GROWTH HUB

The Solent LEP assembles Solent Task Force to tackle coronavirus

In order to support businesses across the region during these highly challenging times, the Solent Local Enterprise Partnership (LEP) has established a new Solent business support task force. The LEP is bringing together local authorities, business representative organisations (BROs) and other relevant bodies to work together to find ways to sustain business continuity as much as possible.

The Solent Task Force has been created to share best practice and intelligence, particularly related to business rates relief and administering the small grants programme, making the process quick, easy and standardised across the Solent.

Solent LEP Board Director SJ Hunt, who will be chairing the inaugural meeting of the Solent Task Force via video on

Tues 31 March, said: "Despite businesses hearing from the government about the help available to them, we wanted to ensure, at a local level, that everyone has access to the information which applies to them and that the process of acquiring that help is as straightforward and streamlined as possible.

"This is an unprecedented time, and it has never been more important for us to remember that we are together stronger. We look forward to working with key partners in order that we can jointly support our businesses to deliver a prosperous future for the Solent."

Ross McNally, CEO of Hampshire Chamber of Commerce, said: "Our business community is being challenged like never before and Hampshire Chamber recognises the absolute need for all parts of the business support structure to get resources to businesses as quickly and effectively as possible. The Solent Task Force can make a great contribution and a real difference."

Portsmouth City Council Councillor Steve Pitt, Cabinet Member for

Culture and City Development, said: "We strongly support this new Solent Task Force and the excellent work that can come out of us all working together in tandem. To date, the council has already launched a dedicated webpage of advice, a new Coronavirus Business Helpline and launched the 'Pay It Forward' crowdfunding scheme, all of which aim to help businesses to survive during this challenging time."

In addition to convening this group, the LEP has launched a Business Resilience Programme for businesses to get 12 hours of fully-funded one-to-one support. The LEP is looking at how to support businesses with the infrastructure to continue business remotely, setting up a free online diagnostic tool to review the current business position and identify tactics for building greater resilience. The partnership is also setting up online masterclasses and resources to support businesses to develop a response in relation to COVID-19. ■

JMA

HR & LEGAL

Niche employment law firm celebrates 10 year anniversary with the launch of a new award for employers across Hampshire

JMA HR & Legal, a specialist legal practice with expertise in HR, employment and immigration law, chose to launch a new business award, Top Workplaces in Hampshire, at the end of 2019 to provide organisations of all sizes across the county with the opportunity to showcase their strengths as an employer.

Practice Director, Joanna Atkinson, explains, "At JMA we are passionate about helping our clients stay up-to-date with the complexities of the current employment and immigration laws and put in place initiatives so that they can provide a positive and enjoyable working environment for their employees, which in turn adds to their business success. We were delighted to have celebrated our 10th anniversary last year and, as we move into our second decade, it seemed like the right time to launch this exciting initiative."

Top Workplaces in Hampshire focuses in particular on championing those employers who focus on their employees' wellbeing and prioritise diversity and inclusion within their organisations. Joanna explains that this is not just about getting the foundations right by having the appropriate policies and procedures in place, but also making sure that those leading the business are promoting a positive and inclusive culture, and that managers are trained to deal with the trickier day-to-day HR issues that arise, consistently and in line with this culture.

Applications for Top Workplaces in Hampshire 2021 – www.twih.co.uk – will open later this year and if you would like to talk to one of the lawyers at JMA HR & Legal about how you can get your business ready and make a difference to your organisation's success, do contact Joanna Atkinson at Joanna@jma-hrlegal.co.uk or phone **01252 821792** www.jma-hrlegal.co.uk. ■



Hampshire law firms merge to strengthen market position

Leading Hampshire law firms, Phillips Solicitors and Brain Chase Coles have merged.

The combined firm is now known as Phillips Solicitors incorporating Brain Chase Coles.

The firm is based at the Phillips' Town Gate offices in London Street, Basingstoke.

Director Jack Gardener said: "The merger is an important step towards our goal of building the region's strongest dynamic, full-service law firm, whilst maintaining the traditional values that both firms were built on."

He said clients will be able to better access a broad spectrum of legal expertise with a wider choice of fee earners, covering areas including: commercial and residential property, corporate and commercial, litigation and dispute resolution, family, wills and probate, estate planning, employment, insurance and education law.

Director Hayley Eachus said: "We're excited to welcome our new colleagues to our Town Gate offices. The merger offers plenty of opportunities for further development and growth of our teams. The increased scale of the firm also means we continue to be a regional hub for employment in the legal sector, allowing us to better attract the talent we need to service our growing book of clients."

Elizabeth Ford, who was a partner at Brain Chase Coles and is now a director at the new firm, said: "There is a natural and positive cultural fit to both firms which is why the idea of a merger with Phillips felt right. The merger extends and broadens the scope of our combined practice to clients across the region, particularly in commercial and residential real estate, family and private client. We are looking forward to continuing to work with our existing clients and getting to know our new colleagues as we enter this next exciting stage of our history." ■



Chief operating officer appointed at UK leading technology firm

Whiteley, Hampshire – 30 January 2020: Peach Technologies and Taylor Made Computer Solutions (TMCS) announce the appointment of Kevin James as Chief Operations Officer and board director.

With 30 years working with IT & Communications businesses, Kevin brings significant experience to the management team and board of directors at Peach & TMCS. Most recently, Kevin was the Operations Director at leading cybersecurity provider SecureData, where he was instrumental in significant business growth and its ultimate sales to Orange CyberDefense in 2019.

Speaking on behalf of the Board, CEO Darren Scott-Healey said: “We are delighted that Kevin is joining the team. He has a proven track record in the technology market and his leadership skills will be pivotal to us further developing the team and our operations. We’re looking to scale our business massively over the next 18 months by expanding our services around the UK. Kevin is joining us at an exciting time.”



Peach Technologies

Taylor Made
COMPUTER SOLUTIONS

Bobby Scheme appeal to fund carbon monoxide detectors for elderly and vulnerable

The Bobby Scheme is tackling a silent killer by launching a funding campaign to fit carbon monoxide alarms in the homes of vulnerable and elderly people across the region.

As temperatures drop and heating is switched on, people may not be aware that their lives are in danger. According to the national “CO Be Alarmed” campaign, which raises awareness of the dangers of CO, more than 50 people a year die from carbon monoxide poisoning, with another 4,000 requiring hospital treatment.

A poisonous gas with no smell or taste, carbon monoxide can be produced by any fossil fuel burning device, from gas cookers to wood burners. Breathing CO can leave victims feeling very ill or, if exposed to it over a long period or at high levels, it can kill. To be safe, a detector should be fitted within three metres of each device, so every household needs a number of them positioned around the home.

The Bobby Scheme plans to install 280 carbon monoxide detectors across Hampshire and the Isle of Wight over the winter period, at a cost of £3,500. However, with around 40% of homes nationwide without a CO detector, the Bobby Scheme is calling on local businesses to help fund more of the life-saving devices.

Bobby Scheme fitter Steven O'Halloran visits homes to give safety advice and fits CO detectors for those who need them: “We should all have detectors near any device we burn fuel in,” he said. “In my view having a CO detector is just as important as a smoke detector.”



David Watkins is Business Development Manager of the Blue Lamp Trust which funds and operates the Bobby Scheme in Hampshire and the Isle of Wight.

“Carbon monoxide is a potential killer in every home but particularly for the elderly or vulnerable,” said David. “We usually need to fit several detectors in each home and with another £3,500 we could help twice as many of the most vulnerable members of our society. They’re simple devices, but they can save a life.”

If you are interested in sponsoring carbon monoxide detectors contact David at bobby@bluelamptrust.org.uk or phone 0300 777 0157.



China Business Clinic

Have you considered China as your next export market? Looking for advice on doing business with China? Hampshire Chamber of Commerce in association with the China-Britain Business Council (CBBC) and in partnership with Portsmouth City Council is hosting a 1-2-1 business clinic with an expert China advisor on Wednesday 24th June 2020.

Chris Lethbridge, China Market Business Advisor for the CBBC, will be available to discuss matters ranging from the market potential for your products or services, to how to establish a presence in the market, as well as the support and services available to help you deal with the unique challenges in China and develop your business in a cost effective way.

Please note: the format will be individual and confidential meetings will last 30 minutes.

The clinics will be held at the Fareham office of Hampshire Chamber of Commerce (Wates House, Wallington Hill, Fareham PO16 7BJ) and appointments are available from 10.00am onwards.

To book your appointment please contact Jackie Highmore on tel 01329 820881 or email jacqueline.highmore@hampshirechamber.co.uk.



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Business Council
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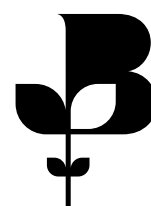
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www.hampshirechamber.co.uk/international-trade



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Incoterms[®]

2020 by the International Chamber of Commerce (ICC)



ICC's world renowned Incoterms[®] rules facilitate trillions of dollars in global trade each year and the 2020 version is available to purchase from Hampshire Chamber of Commerce.

What are Incoterms[®] rules?

The Incoterms[®] rules are the world's essential terms of trade for the sale of goods. Whether you are filing a purchase order, packaging and labelling a shipment for freight transport, or preparing a certificate of origin at a port, the Incoterms[®] rules are there to guide you. The Incoterms[®] rules provide specific guidance to individuals participating in the import and export of global trade on a daily basis.

Who publishes the Incoterms[®] rules?

Since its founding in 1919, ICC has been committed to the facilitation of international trade.

Different practices and legal interpretations between traders around the world necessitated a common set of rules and guidelines. As a response, ICC published the first Incoterms[®] rules in 1936 and have been maintaining and developing them ever since.

As ICC celebrates its centenary in 2019, the world business organization is pleased to announce the preparation and publication of Incoterms[®] 2020. This newest edition of the Incoterms[®] rules will help prepare business for the next century of global trade.

What does "Incoterms[®]" stand for?

"Incoterms[®]" is an acronym standing for international commercial terms. "Incoterms[®]" is a trademark of International Chamber of Commerce, registered in several countries. The Incoterms[®] rules feature abbreviations for terms, like FOB ("Free on Board"), DAP ("Delivered at Place") EXW ("Ex Works"), CIP ("Carriage and Insurance Paid To"), which all have very precise meanings for the sale of goods around the world.

These terms hold universal meaning for buyers and sellers around the world. If you are a financial analyst in the City of London, then you might associate the acronym "FCA" with the UK's Financial Conduct Authority. However, for importers and exporters around the world, FCA are the initials used for "Free Carrier," or the seller's obligation to deliver the goods to the carrier nominated by the buyer at the seller's premises or another named place.

For further information or to purchase your copy please contact the international trade team at Hampshire Chamber of Commerce on tel: **01329 242420** or via email ezcert@hampshirechamber.co.uk. ■

2020 Training

May 2020

- 📅 5th Import Procedures
- 📅 18th Documentary Letters of Credit/Methods of Payment
- 📅 21st Agents and Distributors

June 2020

- 📅 9th Preferential Rules of Origin/Customs Procedures and Documentation
- 📅 15th Incoterms Rules for 2020
- 📅 15th Classification of Goods

July 2020

- 📅 7th Export Documentation

September 2020

- 📅 14th Understanding Export
- 📅 22nd Import Procedures

For further information please visit:
<https://www.hampshirechamber.co.uk/events-and-news/training/>

2020 Events

June 2020

📅 24th China Business Clinic

The clinic will be held at the Fareham office of Hampshire Chamber of Commerce (Wates House, Wallington Hill, Fareham PO16 7BJ) and appointments are available from 10.00am onwards

For further information please contact Jackie Highmore on tel no. **01329 820881**



Hampshire Chamber Training

We are pleased to offer a comprehensive selection of business training workshops on a range of topics from Leadership to Trading Internationally.



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Contact us

Further information is available on our website. Contact our training co-ordinator Ben McDonald on train@hampshirechamber.co.uk or call us on **01329 242420**.

Import Procedures – Sponsored by Surrey Translation Bureau

5 May 2020 – Time: 09:15 – 16:15

Costs to members: £330 + VAT
non-members: £410 + VAT

Fundamental Principles of Selling

6 May 2020 – Time: 09:30 – 16:00

Costs to members: £199 + VAT
non-members: £250 + VAT

Conflict and Challenging Conversations

11 May 2020 – Time: 09:30 – 16:30

Costs to members: £99 + VAT
non-members: £150 + VAT

Business Development Workshop 1 – Strategy: Plan to Win

12 May 2020 – Time: 09:30 – 12:30

Costs to members: £99 + VAT
non-members: £150 + VAT

Business Development Workshop 2 – Effective Positioning, Sales and Marketing

12 May 2020 – Time: 13:30 – 16:30

Costs to members: £99 + VAT
non-members: £150 + VAT

Introduction to Project Management

13 May 2020 – Time: 09:30 – 16:00

Costs to members: £99 + VAT
non-members: £150 + VAT

Documentary Letters of Credit/Methods of Payment – Sponsored by Surrey Translation Bureau

18 May 2020 – Time: 09:15–16:15

Costs to members: £320 + VAT
non-members: £400 + VAT

Agents and Distributors – Sponsored by Surrey Translation Bureau

21 May 2020 – Time: 09.15 – 16.15

Costs to members: £330 + VAT
non-members: £410 + VAT

Business Development Workshop 3 – Leadership

2 June 2020 – Time: 09:30 – 12:30

Costs to members: £99 + VAT
non-members: £150 + VAT

Business Development Workshop 4 – Managing Performance and Change

2 June 2020 – Time: 13:30 – 16:30

Costs to members: £99 + VAT
non-members: £150 + VAT



Member of the Moment

Paris Smith



The core of our purpose as Paris Smith is to enable success for our clients, the county and the region. We wish to create a legacy in which future generations will thrive.



An integral part of why we do what we do in our work with Hampshire Chamber of Commerce, jointly with other senior leaders from a cross section of organisations in the county, is to help and support members of the Chamber, listening to their business priorities, and act as a collective voice to influence on their behalf.

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<https://parissmith.co.uk/> 



Gunwharf Quays awards £25,000 to local charities

The south coast's leading designer outlet shopping centre, Gunwharf Quays, has revealed that it has awarded over £25,000 to local charities in 2019.

Throughout 2019, the shopping centre raised over £15,000 for its partner charity Pompey in the Community, and awarded a further £10,000 between five groups in the city as part of its 'Supporting Others' Success (SOS) Fund'. The five groups were; The Urban Vocal Group, Pamodzi Creatives, See2hear, Motiv8 and Flying Solo.

Pompey in the Community has used the money to develop a new welcome space designed to enthuse the young people it works with and enable the charity to deliver educational activities and training.

Colin Wilding, General Manager at Gunwharf Quays, said: "Gunwharf Quays is at the heart of the community in Portsmouth and we are passionate about supporting local projects and charities that work to improve our city and support our community."

"I am delighted by how much we managed to raise in 2019 and would like to thank everybody who supported our fundraising efforts for their generosity. No matter how big or small, your contribution helped us to support a number of worthy causes in the local community and continue to work towards a better future for all."

"Looking ahead, we hope that we are further able to support more local causes and enable every member of the community to reach their full potential."

Gunwharf Quays also supported Winter Sounds, a programme designed to showcase local talent in the run up to Christmas and the Reverse Advent Calendar, in partnership with the University of Portsmouth and other city stakeholders. Food, toiletries and warm clothing were donated by staff and customers alike and given to the Portsmouth Foodbank. ■



NEW SHOWROOM: Work has started on a brand new, £3m showroom for local Volvo retailer, Snows Southampton. Pictured from left: Mark Austin, Franchise Manager at Snows Southampton with Snows Group Chairman Stephen Snow.

Breaking ground: new showroom for Snows Southampton

Work has started on a brand new showroom for local Volvo retailer, Snows Southampton.

The new, £3million, seven-car premises is situated next to Snows' former Volvo showroom in Second Avenue, and is scheduled for completion in November 2020.

Designed around the needs of customers, the showroom will boast a signature lounge area complete with Scandinavian furniture, free Wi-Fi and coffee.

The building, which has already resulted in five new jobs, will also feature large exterior and interior glazing to allow customers to view the new workshop from the comfort of the lounge.

The new workshop will feature the very latest equipment, allowing the technicians to offer Volvo customers the highest standards in service and maintenance.

The technicians will also be part of a 12-month training programme for Volvo Personal Service – <https://www.volvocars.com/lb/own/owner-info/stories-and-inspiration/volvo-personal-service>

Snows operates 49 dealerships from 29 locations across southern England.

The family-owned company is the AM100 2019's 46th-placed franchise

retail group by turnover – with revenues of £370m achieved in 2018.

During the construction of the new site, the current showroom on Second Avenue will remain fully operational and will continue to offer the full range of new and used Volvo vehicles, and assist customers with their servicing requirements.

Mark Austin, Franchise Manager at Snows Southampton, said: "The team and I are all very excited that construction work has begun on our new showroom."

"The refurbishment is not just about a change of furniture; it has been designed to make our customers feel even more relaxed and at ease in an environment that provides flexible waiting, working and assessment areas."

"The investment in the site also demonstrates Snows' commitment to the Volvo brand, the city of Southampton and the automotive industry in general."

"We very much look forward to welcoming customers for a cup of coffee and a chat about their car purchase and servicing needs in our new home later this year."

For further information about Snows Southampton, email: svs@snows.co.uk or call: **02380 788788**.

For general information, please visit: volvocarsouthampton.co.uk. ■



ROYAL TELEVISION SOCIETY
WEST OF ENGLAND

WEST OF ENGLAND

Awards 2020
IN ASSOCIATION WITH
evolutions
bristol

Pushed to work with the Equality and Human Rights Commission

Pushed are delighted to announce they have been selected from approximately 70 animation companies along with three others to work in collaboration for all the animation needs of the Equality and Human Rights Commission (EHRC).

We pitched to be on their five-year framework at the end of the summer last year and after a nail-biting wait of several months are immensely proud to have been chosen. We have been informed there are several exciting projects to look forward to and we can't wait to get started.

Dave Meadows, founder of Pushed, said: "We spent over a week putting together the pitch and we're so pleased it was worth all the effort. The team are excited about the prospects and challenges ahead".

Pushed is an animation and video production company with offices in Southampton and Plymouth and has decades of experience in bringing projects to life, on all types of screen. From producing engaging TV commercials and creating online content with a fantastic story to sell a product, to distilling a complicated corporate message into something palatable, we bring creativity, imagination and a bit of fun to everything we do.

To find out more about Pushed visit www.pushed.co.uk.

TRETHOWANS

Law. As it should be.

Trethowans appoints specialist Technology Partner

Leading law firm Trethowans has appointed a specialist Technology Partner to complement its extensive business law team in the south of England.

Julian Hamblin joins Trethowans from Womble Bond Dickinson. He has more than 30 years' experience and is one of very few legal practitioners in the region to specialise in IT and technology law.

Julian joins one of the most comprehensive corporate and commercial teams in the region; the team is comprised of 18 corporate, commercial and banking lawyers, each a specialist in their own field.

Julian said: "I'm pleased to be able to introduce a technology specialism to Trethowans. The south is really starting to lead the way as a technological hub. We have exciting, innovative and fast growing technology companies here, who we can support. In addition, as most commerce today is heavily dependent on technology, we help all sorts of companies to acquire and successfully deploy technology in their business."

Mike Watson, Partner and Head of Corporate, said: "Julian is just the latest excellent addition to our team. Employing true specialists in each area of banking, corporate and commercial contracts, the Corporate Team at Trethowans has grown substantially in the last three years. The addition of Julian's expertise in technology gives us that essential additional skill-set that most other firms in the region don't have on offer."

To find out more about Trethowans visit www.trethowans.com.



MEET THE EXPERT

ACCOUNTS AND FINANCE ADVICE

TIM NEALE
PARTNER AT KIRK RICE NORTH HAMPSHIRE OFFICE

There is a major difference between what is required to simply run a business versus what an owner or CEO must do to grow a business..

When running a business, you focus on operations, employees and daily tasks. However, in order to grow your business, you must take a strategic and proactive approach in all areas maintaining a constant focus on your business's future and goals.

Most small business owners and CEOs are not experts in accounting; they are too busy being experts in their own field. This can leave many businesses exposed to potential costly financial oversights, penalties and fines or even loss of revenue. Having a bookkeeper is great, however there are limitations on how much information they can supply in a business's growth stage.

As the CEO or business owner, your job needs to focus on your people and generating income, not the distraction of accounting.

When outsourcing your accounting function, you gain a dedicated team of professionals who act as your entire accounting department. For larger businesses they can complement your existing accounting staff to achieve greater productivity and separation of duties at a fraction of the cost of a full-time accounting department.

Turning accounting over to a team of experts ensures confidence in the accuracy

and the quality of a business's financial information, on which Directors can make timely informed decisions.

Outsourced accounting increases operational efficiencies for entities. The outsourced accounting team will optimise an IT based financial system with a combination of automation and integration to deliver greater financial reporting capabilities. Automating a business's back office functions has many benefits which include:

- Improving cash flow
- Lowering the labour cost of accounting
- Speeding up the time to produce reports
- Reducing the risk of mistakes from human error
- Decreasing risk of fraud by providing more transparency and workflows

At Kirk Rice we go above and beyond bookkeeping and accounting. We provide critical oversight and account management to ensure the proper implementation of policies, procedures and systems, and the accurate production of financial and management reports. Give us a call to arrange a free consultation. ■

If you feel that your company needs help with the accounting function to get a better handle on the numbers, then please contact Tim Neal on **01252 960 550** or email **info@kirkrice.co.uk**



At Kirk Rice we go above and beyond bookkeeping and accounting. We provide critical oversight and account management to ensure the proper implementation of policies, procedures and systems, and the accurate production of financial and management reports



No more ink? The validity of electronic signatures

The Law Commission recently published its final report on the validity of electronic signatures in England and Wales, confirming that electronic signatures can be used to execute documents as an alternative to wet ink signatures in most circumstances. There are some exceptions however, such as stock transfer forms. Wills and documents required to be registered at the Land Registry are also outside of the scope of the report.

The report concludes that existing legislation and case law is “sufficiently flexible to accommodate electronic signatures”. The Law Commission confirms that an electronic signature is capable in law of being used to execute a document (including a deed) provided that the person signing the document

intends to authenticate the document and any execution formalities are satisfied.

An electronic signature is also admissible in evidence in legal proceedings, and our common law is flexible when it comes to recognising a legally valid signature, for example accepting signing with an X, initials only, a printed name and even a description of the signatory.

However, the Law Commission has also concluded that the current law probably does not allow for “remote” witnessing. Current law is that a deed must be signed “in the presence of a witness” so requires the witness’s physical presence.

Further legislation on electronic signatures is not considered necessary or desirable, but the Law Commission does accept that a legislative statement may help to boost confidence in the use of electronic signatures as the law is not currently contained in a single source.

The report includes a number of interesting recommendations, including the creation of an industry working group to focus on practical issues and best practice, as well as recommendations for reviewing



the future law of deeds addressing specific issues such as video witnessing.

Luke Andruszewski is a member of the Womble Bond Dickinson corporate finance team and the Hampshire Chamber of Commerce Professional Services Forum. Contact Luke at luke.andruszewski@wbd-uk.com.

Is your team thriving in today's climate?

‘Winning in the Solent Region 2020’ is swiftly becoming the ‘must-be-there’ business growth event in the Solent region. Last year’s attendees said: “Great business networking and new business opportunity” and “It was the location and the potential to learn about the business interaction between universities and businesses that attracted me”.

Be a part of this year’s event with the option to choose between two lively

action-packed round table sessions before enjoying two inspirational keynote speakers drawn from international business.

Don’t forget the opportunity to make new connections with other businesses in the Solent region!

So if you are looking to gain knowledge on strategic leadership or how you can build strong resilient teams, we’ll see you on 19th of May 2020 at the Rose Bowl Cricket Stadium. Sign up at

uni.port.ac.uk/WISR2020.





Lester Aldridge congratulates newly qualified solicitors

Leading law firm, Lester Aldridge, is pleased to announce that four trainees have completed their training contracts and are now qualified solicitors.

The firm congratulates Jade Hawksworth, Hannah Gilling, Erin Collins and Ashley Brown, and is excited to see what their future at LA holds.

Jade and Hannah will be working in the Southampton Real Estate team, whereas Erin and Ashley will be based in the Bournemouth Litigation and Recoveries team.



Managing Partner, Matthew Barrow, applauded the newly qualified team saying: "Congratulations to our newly qualified solicitors. We see our trainees as the future of the firm and are delighted to support them in their promising careers

at Lester Aldridge."

If you are interested in LA's Graduate Training Contracts across our Bournemouth, Southampton and London offices, email careers@LA-law.com.

Southern Co-op 'Welcomes' new franchise partners in 2019

A co-operative franchise package is going from strength to strength with 12 new stores opened in 2019.

Southern Co-op, the regional, independent co-operative which operates more than 200 convenience food stores across the south of England, now has 34 franchise stores operating under the 'Welcome' fascia.

A new format look and feel was launched in January 2019 and closely followed a new EPOS system in 2018 which enabled a new focus on opening up the franchise to new partnerships.

As a result, the franchise operations team took on five new partnerships last year and now has a total of 20 franchisees.

Mike Fitton, Southern Co-op's Franchise Business Manager, said: "We are proud to have attracted a range of experienced retailers to our co-operative family who have all welcomed our points of difference.

"As well as being an ethical retailer with community values, we also offer more personalised support which starts as soon as they sign up and continues every day via our



dedicated Franchise Operations Managers.

"As a collective, our franchisees are experiencing very positive like for like increases across all departments and we will continue to work closely with them to see where we can improve further."

Welcome franchise stores are currently spread across the south from Bristol to Kent and into central London.

Of the franchise stores, a total of eight are petrol forecourts and a further five are operating self scan checkouts.

The franchisees are also encouraged to supply customers with local produce to complement the Co-op range which has been gradually expanding with the addition of COOK's frozen ready meals across a number of stores.



Helping to develop young talent within Hampshire

Partnering with clients in our local region is a key focus for CGI, a global IT and business consulting services company. Wherever our clients are, we work hard to be a true local business partner. This enables us to build an in-depth understanding of our clients' business, as well as contributing to the local community and supporting growth in the region. This model is what brought us to Hampshire, as we started to develop our business with organisations such as Twinings who have a strong presence in the area.

CGI also has an important connection to Hampshire through its longstanding partnership with the University of Winchester where each year our apprenticeship programme students study for a Bachelor of Science degree, engaging in part time study whilst gaining hugely valuable on the job experience. Degrees are all focused on Digital and Technology Solutions with the option to specialise in Data Analytics, Cyber Security and Business Management.

One student is Chloe Toothill, who has been with the business for just over a year. Chloe is a local Hampshire resident who went to Wildern School in Hedge End, and then continued her studies at Peter Symonds College, in Winchester. Chloe was introduced to CGI when one of our graduate recruitment consultants visited her college to promote the programme and some of its fantastic benefits. This encouraged her to attend an open day at the Reading office and later apply to join CGI.

Following on from her successful application, Chloe was offered a place on the 2018 intake of the University of Winchester degree apprenticeship programme where she enrolled on the degree focusing on Data Analytics.

Since joining CGI, Chloe has had the opportunity to work across multiple sectors in a number of different roles including working within the Project Management Office function of a client account and more recently in her current position as Business Development Consultant within our HR Solutions team. The opportunity to move around different teams has helped Chloe to build a strong network and develop a host of transferable skills to assist her as she develops her career.

'It's great to be able to relate what I learn as part of my degree within a real life working environment, giving me the best of both worlds as I build my career within CGI,' said Chloe Toothill, degree apprenticeship student and Junior Consultant, HR Solutions.

CGI is very supportive of its members who take part in the programme. Helping students like Chloe graduate and become active members of the working community is a big part of the CGI business model, ensuring that we up-skill promising local students and give them the chance to have long and accomplished careers.

In 2007, CGI launched its first apprenticeship scheme, and to date we have supported over 200 students through graduation and into the working community. Details on our early careers opportunities can be found at www.cgi-group.co.uk/en-gb/careers/school-and-college-leavers. ■



Largest surge in business optimism in a decade, but coronavirus could reverse gains

- BDO report finds greatest increase in optimism in 10 years as businesses respond to improved trading conditions and greater political certainty
- Impact of COVID-19 could erode gains in the weeks ahead

Optimism across businesses in the UK jumped by the largest margin in a decade in February, according to figures from the latest BDO Business Trends report, but the prospect of the continued spread of COVID-19 (coronavirus) could threaten to reverse much of the gains.

BDO's Optimism Index, which provides the most comprehensive snapshot of business sentiment by weighting macroeconomic data from the UK's main business surveys, rose by 5.80 points in February and now stands at 101.64 – above the 100 level which represents the historical average.

The services industry experienced the sharpest rise as businesses welcomed the ending of the Brexit stalemate following the UK's departure from European Union.

The surge in confidence reflects the underlying improvement in business conditions as a result of a more certain political and economic outlook, particularly around Brexit, after a long period of instability. It follows three months of marginal increases in optimism as businesses appeared to be in 'wait and see' mode in the immediate aftermath of the General Election.

Historically, however, major macroeconomic shocks can knock several points off BDO's Optimism Index, which means coronavirus could wipe out the gains made in February.

Commenting on the results, Malcolm Thixton, Lead Partner at BDO in Southampton, said: "We have just witnessed the most significant uplift in business optimism in 10 years, and the impact of greater political and economic certainty brought by a new majority government should not be underestimated. However, businesses will now be spending the coming weeks focussed on mitigating the uncertainty caused by coronavirus." ■



Cancer research benefits from Wightlink's 2020 calendar

Wightlink's 2020 calendar featuring scenic views of the Solent and the company's fleet has raised £730 for Cancer Research UK.

All the photographs were taken by staff members who captured images from the company's three cross-Solent routes.

The striking cover photo of former Wightlink ferry St Cecilia (now retired to Italy) being dwarfed by the Royal Navy aircraft carrier HMS Queen Elizabeth was taken by Wightlink café steward Ben Rue, who was invited to choose the charity to receive the proceeds from the 2020 calendar.

"It is a charity close to my heart. Unfortunately, almost everyone knows someone affected by cancer and Cancer Research UK is undertaking vital research which is helping more people to survive it," says Ben.

"I was really pleased to see my photograph featured on the cover – along with several more of my pictures inside. Our work means we are out in all weathers, at all times of day which puts us in a great position to capture some amazing shots."

Paula Snook, Manager of Ryde's Cancer Research UK shop says: "We were really touched that Ben chose Cancer Research UK to benefit from sales of the calendar. It contains some stunning photographs which really capture the beauty of the Solent and Ben's photography skills shine through.

"We are very grateful to Wightlink for the support – every penny raised though their calendar will go towards vital research into cancer, work which is saving lives as more people than ever are now surviving the disease."

More than 100 images were submitted by Wightlink staff, giving the judging panel led by Chief Executive Keith Greenfield a difficult job to choose just 13 for the calendar.

For more information, please contact media@wightlink.co.uk 07870 906189. ■

Partner specialising in ‘modern family law’ joins Clarke Willmott

The Southampton office of Clarke Willmott LLP has appointed a new Partner to its family law team.

Sarah Wood-Heath joins the team and has many years' experience advising on family law matters, and particularly on 'modern family' law, a new offering for Clarke Willmott.

Sarah is one of the few lawyers in the UK who specialises in modern family and fertility law, helping clients build and create their families. She advises her clients on navigating the legal minefield that exists in areas such as surrogacy, fertility, donor conception and co-parenting arrangements.

Sarah's expertise also includes family breakdown, advising and representing clients through divorce proceedings, civil partnership dissolutions, co-habitation disputes and the associated financial negotiations, and settlement. Sarah also specialises in disputes involving children.

Kelvin Balmont, head of the Clarke Willmott Southampton office, said: "We are delighted to welcome Sarah on-board especially with all the new and exciting expertise she brings with her.

"Her 'modern family' offering is very niche and completely new to Clarke Willmott. There are many ways to start or grow a family and family law has evolved rapidly in recent years to reflect this. Sarah will be on hand to assist clients through the process to parenthood as simply as possible, dealing with matters such as surrogacy, donor conception, adoption and fertility law.

"She also advises and represents clients in relationship breakdowns where there are children involved. Her work includes assisting clients with those arrangements and representing them in court if required. Sarah always has in mind the family as a whole and approaches her cases with sensitivity and with the welfare of the child at the forefront.

"Sarah is known for her practical approach towards her cases and for her empathy and understanding."

Sarah has written a number of articles on the modern family law subject. She is also an experienced speaker having spoken at The Alternative Parenting Show, the Fertility Show at London Olympia, for various charities and on the radio.

Commenting on her appointment, Sarah said: "I am excited to be joining the fantastic family team at Clarke Willmott and continuing my work with families in Southampton and beyond.

"Modern family and fertility law is something I am incredibly passionate about and it is exciting that the rest of my team are just as enthusiastic. I am glad to be bringing a new dimension to family law at Clarke Willmott and providing clients with a well-rounded service."

Clarke Willmott LLP is a national law firm with seven offices across the country in Birmingham, Bristol, Cardiff, London, Manchester, Southampton and Taunton.

For more information visit www.clarkewillmott.com. 

Local accountants expands with four new staff members

Compass Accountants, the accountancy firm based in Fareham, has expanded its team with the appointment of four new members of staff.

Hannah Ritchie (Trainee Accountant), Ceri Gordon (Outsourcing Supervisor), Kharmen Ford (Trainee Accountant) and Muhammad Shahid (Trainee Accountant), all join the firm at a time of development and growth.

Compass Accountants provides a comprehensive range of financial and business support services and ongoing strategic advice for various companies in Hampshire. It has also been a specialist accountancy firm for charities and the not-for-profit sector for over 35 years.

Stuart Lawrance, Compass Accountants' Director, said, "Appointing Hannah, Mo, Kharmen and Ceri allows us to further develop the ongoing growth and success of our business. It also enables us to continue to provide the highest possible standard of customer service for both our existing and prospective clients.

"We are confident these four new team members will have a very positive impact on our organisation and the service we offer." 





Inspiring line-up of speakers announced for Business Innovation South Expo 2020

With content aimed at ticking boxes for business owners and decision makers, top flight speakers from business, local government and academia will be taking to the stage on **September 23** at the Hilton Hotel, West End, Southampton (near the Ageas Bowl) for the Business Innovation South Expo 2020.



Speakers will include:

- **David Fletcher, Assistant Director of Economic Development at Hampshire County Council.** David leads the economic development function for Hampshire County Council, encompassing business growth, regeneration, tourism and economic intelligence. With experience of working in both the public and private sectors, he champions a 'customer first' ethos.
- **Mark Round, Client Technical Lead at IBM.** Mark is a senior IBM Technical Consultant with over 30 years' experience of designing, building and delivering innovative technology-based solutions. He is a Fellow of the British Computer Society and is an Open Group Distinguished IT Specialist.
- **Pamela Iannotti, Senior Lecturer at Winchester Business School.** Pam is a portfolio entrepreneur and a former venture capitalist, specialising in early stage biotech and renewable energy. Her areas of research and practice include strategic growth, expansion and turnaround of entrepreneurial start-ups, gender entrepreneurship and entrepreneurial learning and skills development.

Following a successful launch event last year, #BIS2020 is a showcase for established southern based businesses from within the Science, Technology, Engineering and Innovation sectors as well as aligned services.

This year's event will build on the success of the first year, explained Lara Bull, the business woman behind #BIS2020.

Lara said "The expo is aimed at providing an affordable showcase for companies in STEM and innovation and their aligned service providers across the central south and for our visitors the aim is to create a forum for decision makers/procurement execs to see the latest technology, products and services available to help drive their business forward.

"Our speakers have been chosen for their expertise and insight and they will share fascinating content throughout the day."

There will also be speaker panels focusing on such subjects as sustainability and Hampshire Chamber of Commerce will use the event to soft launch their "Chamber of Solutions" concept.

Ross McNally, Executive Chair of Hampshire Chamber of Commerce, said:

"We are bringing together a panel of senior leaders from within the Chamber, taking the format of 'ask/challenge the experts' where businesses can bring short sharp business growth issues, for panel response. The aim is to benefit visitors/exhibitors and demonstrate the strength and depth of Chamber leadership and the access to knowledge available for our members."

There will be eight workshops running throughout the day where visitors and exhibitors can have a more interactive learning experience looking at everything from "HR urban myths that are hurting your business" and "creating the perfect content strategy" to "effective cyber security planning" and "Intellectual Property: getting the basics right". There are only 16 spaces available for each of the workshops so places need to be booked and there is a small charge of £5.00 plus VAT to secure a place plus refreshments.

#morethanjustanexpo

#totalsolutionshub

#catalystforcollaboration.

The Hilton Hotel, West End, Southampton 23 rd September 2020				
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The Business Innovation South Expo is an event organised by Phoenix Project Solutions Ltd. ©Phoenix Project Solutions Ltd 2018. All rights reserved and asserted under the CDPA 1988 Co Reg No: 7736644 Registered VAT No: 315315436				

MEET THE UNIVERSITY HOW TO GET THE BEST



UNIVERSITY OF
PORTSMOUTH

'What I'd like employers to know,' says Mike Punt, 'is that we can help with many of their employee skills needs. We're experts at releasing untapped potential. And we understand employers have a lot on their plates, so we make working with us as straightforward as possible for them.'

Mike is Director of Learning at Work at the University of Portsmouth. He oversees a diverse portfolio, from short courses covering specialist areas of professional practice, through to flexible undergraduate and postgraduate degrees.

Mike says, 'UK employers are facing some of their biggest challenges since the financial crisis. In the years ahead, productivity and motivation will be vital. Attracting new talent can help organisations cope with emerging challenges. But it's just as important to find cost effective ways to help experienced employees reach new levels of performance. We're here for all of that. If you want to get more from people, we can help.'

The smartest employers know people are their most valuable asset. If there's one thing a university understands, it's helping people get smarter. Strong links to industry mean Portsmouth is one that knows how to turn new knowledge into skills - in all kinds of ways.



DEGREE APPRENTICESHIPS

Georgina Sillence is a Chartered Manager Degree Apprentice employed at Low Carbon Construction. She chose Portsmouth's course to grow her understanding of business, management and leadership roles.

She says the practical focus, such as on presentation skills, 'improved my confidence and impacted on my capacity for future tasks. I have applied my learning to the workplace using models and frameworks I learnt at University.'

Georgina's employer Bridgette Farrow says, 'Within a short period of time she gained a lot of confidence.' Bridgette trusts Georgina to liaise with client CEOs and, having heard the degree apprentice's fresh ideas, is working with her on streamlining the company's data systems.

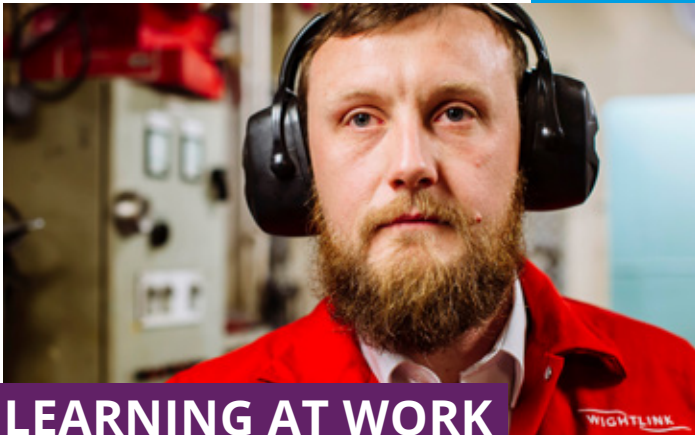
Relentlessly practical and designed around employer needs, Portsmouth's degree apprenticeships introduce knowledge and skills to apply straight away at work. This includes soft skills, such as self-reflection on students' strengths and areas for development.

The University helps employers of all sizes choose from a portfolio of Bachelor's and Master's apprenticeships - from Senior Leader, Chartered Manager, and Chartered Surveyor, to a host of engineering options, and specialist fields like risk and project management.

And these degree apprenticeships are not just for large, levy-paying organisations. If you run an SME that doesn't pay the Government's apprenticeship levy, the University can help you access funding to cover up to 95 per cent of the training costs.



THAT KNOWS FROM YOUR STAFF



LEARNING AT WORK

Why did Wightlink employee Michael Kelly decide to study BSc (Hons) Engineering and Management Studies via Learning at Work with the University of Portsmouth?

'I wanted to do a qualification that would demonstrate my professional abilities, as well as allow me to register for Incorporated Engineer (IEng) status. There was plenty of scope to tailor my units to beneficial projects within my workplace. Being a father of three children, I am unable to take time off work to study as I need to support the home financially, so Learning at Work was the perfect fit.'

Portsmouth offers Learning at Work courses at undergraduate and Master's level, in subjects ranging from business, to engineering, to occupational health and safety. Students can choose campus-based or distance learning methods. They study flexibly around existing commitments, with coursework tailored to workplace projects.

His course, says Michael, 'gave me motivation and information to research properly, and to learn how to properly compose a report. It has already helped me to achieve a promotion.'

Helpfully for those keen to progress, Portsmouth's Learning at Work courses offer students potential to reduce the amount of time they need to spend studying. For example, Michael's HND in Marine Engineering counted as credit towards his BSc, saving him cost and time.



SHORT COURSES AND CPD

Valuable development doesn't need to be a years-long process. Portsmouth offers a variety of continuing professional development courses - including programmes in diverse aspects of surveying, construction and property, short courses in engineering and wellbeing, and a host of health and safety-focused options. Each is designed to prepare professionals to apply new knowledge in the workplace.

Taking health and safety as an example, the University offers a rich choice of qualifications designed to meet the needs of all modern workplaces. This includes two short courses (Certificate of Credit in Health and Safety Management, and Diploma in Health, Safety and Risk Management) delivered in partnership with Make Business, who provide contemporary business support services spanning HR; legal; H&S; sustainability; training and development.

Many courses are available online, with more planned for release soon. These courses are open for individuals to book via the University's online store. Corporate packages including multi-booking discounts are also available. The Portsmouth team are happy to advise employers on options to suit their needs.

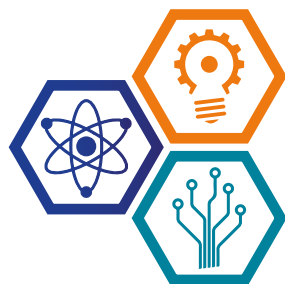
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Hilton at The Ageas Bowl | 23rd September 2020 | #BIS2020

Business

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EXPO

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Sponsorship & advertising opportunities • Increased range of six stands

For more information:

Tel: Lara Bull on 07776 236371

Email: lara@businessinnovationsouth.com

Web: www.businessinnovationsouth.com

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Chief Secretary launches consultation on freeports at ABP's Port of Southampton

ABP has welcomed Chief Secretary to the Treasury, Rt Hon Rishi Sunak MP, to the Port of Southampton for the launch of the Government's consultation on freeports.

The announcement marks the next phase in the development of freeports, which have the potential to boost trade and economic growth in regions around the country.

During the visit, the Chief Secretary met with ABP senior leadership to discuss the role ABP's ports could play in delivering the policy.

Several ABP ports offer large areas of development land close to deep water, ideal for facilitating the efficient import of raw materials, components and export of finished products. Freeports can enhance these advantages, making the sites even more attractive for investment in new manufacturing.

Chief Secretary to the Treasury, Rishi Sunak MP, said: "Visiting the great

port of Southampton brought home to me why our mission to boost every part of the UK is so crucial. Freeports will unleash the potential in our proud historic ports, boosting and regenerating communities across the UK. They will attract new businesses, spreading jobs, investment and opportunity to towns and cities up and down the country.

"This is all part of being an open, outward-looking country, championing global free trade with vibrant freeports that work for all of the UK. I urge Southampton and other all ports across the country to start preparing their freeport applications, ready for the competitive process which will follow our 10 week consultation."

ABP has been a strong supporter of freeports since the publication of Rishi Sunak's paper The Free Ports Opportunity in 2016.

ABP Chief Commercial Officer, Julian Walker, said: "ABP welcomes the government's announcement of a consultation on developing freeports.



Left to right: ABP Southampton Director Alastair Welch, Chief Secretary to the Treasury, Rishi Sunak MP, ABP Chief Commercial Officer, Julian Walker.

We believe that freeports can increase the ability of ports to drive trade and economic growth by boosting the UK's manufacturing base and exports. Our ports in Southampton, on the Humber and in South Wales offer ideal locations for port centric manufacturing and this policy can help turn this ambition into reality."

The consultation will gather expert views from across industry and is due to run until 20 April 2020. ■

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Gary Whittle, Commercial Director at Meachers Global Logistics and Dirk Hoffman, General Manager – Commercial at Geest Line with one of the Meachers' fleet delivering Geest Line cargo.

Meachers Global Logistics wins contract with Geest Line

- Industry leader in transport services, Meachers Global Logistics, has won a contract with premier shipping company Geest Line
- The partnership will see Meachers consolidate and deliver Geest Line's Caribbean cargo to Portsmouth Docks using its fleet of dedicated vehicles

Meachers Global Logistics, one of the UK's leading independent providers of international freight and transport logistics services, has been selected by premier shipping company Geest Line to consolidate and deliver Geest Line's goods to the Portsmouth Docks.

The partnership will utilise Meachers' capabilities and expertise in logistics to enable Geest Line to

optimise its supply chain by consolidating its distribution.

Geest Line distribution will be consolidated using Meachers' expertise and highly reputable fleet of vehicles, delivering 150 tonnes of fast-moving consumer goods from Geest Line each week.

Southampton-based Meachers Global Logistics has built an esteemed 50-year reputation for excelling in warehousing

and logistics solutions supported by exceptional customer service.

Geest Line has been an exclusively Europe-to-Caribbean freight operator for more than 60 years, with weekly westbound sailings from Portsmouth. Its fleet handles a range of general cargo from tiny perishables to large project machinery, returning from the Caribbean with fruit and tropical produce, for the UK and European markets.

Dirk Hoffman, General Manager – Commercial at Geest Line said: "Meachers' experience and expertise in delivering transport services are second to none. It is auspicious that we share the same county as a logistics company of such credentials and we have no

doubt that our partnership with Meachers will generate new efficiencies and position us for continued growth."

Gary Whittle, Commercial Director, Meachers Global Logistics said: "Meachers Global Logistics is delighted to be providing Geest Line with a bespoke consolidation and delivery service to support their business. We are committed to delivering outstanding logistics services to our clients and look forward to developing a lasting relationship with Geest Line."

For more information: To find out more about Meachers Global Logistics consolidation solutions, please call Meachers Global Logistics on **023 8073 9999** or visit **www.meachersglobal.com**.

Tanya's Cleaners is a family-owned local cleaning business based in Chandler's Ford



They are proud that for the last 10 years the company has been a one-stop-shop for residential and commercial cleaning services in Hampshire.

Their service portfolio includes:

- Domestic Cleaning;
- End of Tenancy Cleaning;
- One-Off Deep Cleaning;
- Carpet and Upholstery Cleaning;
- After Builders Cleaning;
- Home Organising and Decluttering;
- Professional Ironing.

The company's primary goal as a service provider is building a long-term relationship with customers and the highest standard of cleaning.

They strongly believe in innovation and took cleaning services to the next level by continuously investing in the latest equipment and methodology. Cleaners care about the environment and successfully incorporated eco-friendly detergents to their operation along with mobile steam cleaners, professional irons, the Rainbow cleaning system, and a steam iron press.

Bespoke quality of cleaning services, polite and experienced staff combined

with customers' fantastic feedback makes Tanya's Cleaners the fastest-growing cleaning business in Hampshire. The company's owner and managing director Stanka Grudeva-Marinova was recently nominated for a business award by the Women's Business Club.

With their healthy cleaning approach, hard work, affordable pricing and 7-day availability Tanya's Cleaners is becoming one of the most recognisable cleaning brands in Hampshire's local community.

Tanya's Cleaners challenge you to try their services and prove them wrong. 🍷





Greendale Construction presents the Lexi May Trust with a cheque for £2755

Dorset Chartered Builders, Greendale Construction Limited, has presented the Lexi May Trust with a cheque for £2755 from money raised at the company's charity auction and raffle.

Founded in 2016 by Carly and Michael Hopkin after the tragic death of their daughter from an inoperative brain tumour, the Lexi May Trust, which is Greendale's charity of the year for 2020, supports children with terminal illness or life limiting conditions in Dorset.

One of Carly and Michael's four daughters, Lexi May, was a loving, smiley and happy 7 year old before being diagnosed with an extremely rare and aggressive high-grade brain tumour in January 2015.

With a diagnosis of just 9-12 months of precious time to make memories as a family, Lexi underwent two rounds of intense radiotherapy and fought bravely, before sadly passing away in her parents' arms in January 2016, aged just 8 years old.

Lexi May's mum, Carly Hopkin, commented: "We are absolutely thrilled to have Greendale's support. Every penny donated will go towards creating special memories for the children, and families of children living with a terminal or life limited condition."

To date, the charity has helped at least 100 families across Dorset who have received a fully funded day out. Its future goal is to purchase a static home in Dorset that is especially adapted for disabled children so that the families can create special holiday memories, all funded by the Trust.



L-R: Carly Hopkin, The Lexi May Trust and Maria Seabright, Greendale Construction Limited.

Maria Seabright, HR and Finance Director, Greendale Construction Limited, commented: "Greendale takes its commitment to help local charities very seriously, and we're therefore delighted with the amount raised by our generous employees, clients and sub-contractors who donated and bid to help us raise this astonishing amount for the Lexi May Trust." ■

The New Forest Film Festival is back for a sequel from Saturday 19th – Sunday 27th September 2020

Film: New Forest, the New Forest District Council's project to encourage filming in the area has partnered up with local charity SPUD to organise the Festival's short film competition 'Cleanse'. All entries must be submitted by 01 August to be judged by a host of industry experts on the panel ahead of the awards evening on 26 September at Sway Cinema.

Tom Sofikitis, operations manager at SPUD, said: "With plenty of time to go until the competition closes, we are really looking forward to viewing all the short films and seeing how the theme 'cleanse' has been interpreted. There is an incredible amount of talent in and around the New Forest, so it is a fantastic opportunity for filmmakers to get involved with a local festival."

The nine-day festival begins with the New Forest Comic Con at Brockenhurst. The festival will show a variety of movies, some with a New Forest connection, with screenings and events happening across the district in local venues. There will also be industry expert Q&A sessions and tie-in events such as industry networking.



More information on the Film Festival is at www.newforestfilmfestival.com ■

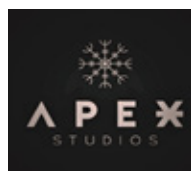


In February we held our highly successful Meet the Chamber event at the Royal Leonardo, Grand Harbour Hotel, Southampton. The event was sponsored by Chamber members Apex Studio who gave a presentation on what can be created from their studio in Droxford. We also heard from Aspirin Business who are launching their peer to peer sessions along with our new members who are encouraged to give their elevator pitches to the audience. We were joined by other 200 businesses from the local area all willing and eager to participate in the Business Exhibition.

We also headed back to the Bombay Sapphire Distillery for our second event at the gin factory. This event always proves popular and attendees were given the opportunity for a tour of the factory, along with the chance to taste specialist cocktails made live before their eyes.

In March we held our first cross-county event of the year, by joining Dorset Chamber of Commerce at Balmer Lawn Hotel for lunch. This event was a two-course lunch and gave Condor Office Solutions, who are patrons of Hampshire Chamber, the opportunity to sponsor a fantastic event, which included facilitated networking and table moves to maximise

opportunities for those in attendance to grow their network and contacts cross county. David Bayles from Condor gave a presentation on how they can assist local businesses and also showed us new ways of shaking hands during COVID-19. ■



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The Chamber announces wellbeing and mental health event

Wellbeing & Mental Health Conference and Exhibition For Employers: Wednesday 9th September The Great Barn, Basing House, Barton's Lane, Basingstoke, RG24 8AE. Time: 1:30pm – 6:00pm.

Hampshire Chamber of Commerce is pleased to announce its inaugural Wellbeing & Mental Health Conference and Exhibition.

The coronavirus (COVID19) outbreak is going to have an impact on everyone's daily lives, as the government and the NHS take necessary steps to manage the outbreak, reduce transmission and treat those who need medical attention.

Businesses of all sizes also have a role to play, supporting employees in these times of social distancing and in many cases, isolation. And what to the future? Employees will once again have to readjust to the daily commute, working within an often busy and crowded office and return to the limitations that office life may bring.

When we first started to plan this event it was a completely different world. However, employer responsibilities for their staff have not changed and in fact, have probably greatly increased... With this in mind we are pleased to be able to launch our Inaugural wellbeing and mental health event which will be held in September.

This event will address the many topics around wellbeing and mental health



for all sizes of employer. It will include keynote speakers from government as well as panel discussions with knowledgeable spokespersons from local authorities and corporates plus individuals who work on the corporate frontline of mental health and wellbeing. All this will run alongside a collection of round tables, advice clinics and a small exhibition area.

Being held adjacent to the River Loddon in The Great Barn, within the beautiful grounds of Basing House (owned now by the Hampshire Cultural Trust) this wonderful venue is just perfect for this event. The Trust has also offered to open its doors to its walled garden which is a place for relaxation as well as a source of plants used in medicine. With tours of the museum and other parts of these



historic grounds, this event will certainly make sure its attendees are in tranquil surroundings for a very serious subject.

To join us at this event either as an exhibitor or a delegate please email: sue.courtney@hampshirechamber.co.uk. We would like to thank our Premier sponsors, CGI, who will play a major role sharing their excellent experience and expertise at this event. ■

Premier Sponsor



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Event charity



A note from our sponsor CGI: CGI is delighted to be sponsoring this event. Across the UK we have around 6,000 professionals who deliver an end-to-end portfolio of capabilities from IT and business consulting to systems integration, outsourcing services and IP solutions to clients, enabling us to be a true local business partner. CGI values the health of our professionals by offering an award winning health and wellbeing programme to our members. We are proud to support this event with the involvement of our experts on workplace wellness, sharing the impact and benefits of a holistic programme to support mental health and wellbeing in the workplace.

Events Spotlight



Bombay Sapphire



Breakfast on a roll – MH Photography



Meet the neighbours – MH Photography



Whitchurch



Winchester Business Excellence Awards



Mark the Date

For further details and to book:

T: 01329 242420 (South) | T: 01256 338633 (North)

hampshirechamber.co.uk/events

May					
DATE	OFFICE	EVENT	TIME	VENUE	SPONSOR
6	S	Trout on the Test	17:30 – 19:30	Kimbridge Barn, Kimbridge, Romsey SO1 OLE	
11	N	Basingstoke Business Breakfast – Crowne Plaza. With presenter Geoff Day DipPFS, Cert CII (MP) of Wilcox Day Wealth Management Ltd.	07:30 – 09:00	Old Common Road, Black Dam, Basingstoke, RG21 3PR	
12	S	SME Business Club – Cyber Awareness – How BIG Is The Problem?	16:30 – 18:45	Chilworth Manor, Chilworth, Southampton, SO16 7PT	
20	S	Great Waterfront City	08:00 – 09:30	Business Lounge and Auditorium, Lakeside North Harbour, Building 2000, Portsmouth, PO6 3EN	
June					
1	S	Pure Networking	16:30 – 18:30	Spaces Whiteley, 4500 Parkway, Solent Business Park, Whiteley, PO15 7AZ	
10	N	Have Your Cake & Eat It! Afternoon Networking	14:30 – 16:30	The Four Seasons Hotel, Dogmersfield Park, Chalky Ln, Dogmersfield, Hook RG27 8TD	
15	S	Meet The Chamber & Business Exhibition – Southampton	16:00 – 18:30	Southampton Football Club, Britannia Road, Southampton SO14 5FP	
24	N	Get To Know Your Air Ambulance	16:30 – 18:30	Hampshire and Isle of Wight Air Ambulance, Hangar 2B' Thruxton Race Circuit, Thruxton, SP11 8PN	
July					
1	N	Pure Networking	17:00 – 19:00	Snows Motor Group, Aldermaston Road South, Basingstoke, Hampshire, RG21 6YL	
6	N	Winchester Business Breakfast – Old Alresford Place. Knowledge Exchange with Winchester University	08:00 – 09:30	Old Alresford Place, Old Alresford, Hampshire, SO24 9DH	
7	N	Danebury Vineyard – Visit with Wine Tasting	14:00 – 16:00	Danebury Vineyard, Nether Wallop, Stockbridge SO20 6JX	
9	S	Let your Adventure Continue	14:00 – 17:30	AS Watersport Centre Portsmouth, Eastern Road, Portsmouth PO3 5LY	
13	N	Meet The Chamber – Basingstoke	16:00 – 18:30	Oakley Hall Hotel, Rectory Rd, Oakley, Basingstoke RG23 7EL	



Area Focus

Winchester

Winchester Business Excellence Awards return for 2020

The Winchester Business Excellence Awards 2020 are organised by Winchester Business Improvement District (BID), Hampshire Chamber of Commerce and the Hampshire Chronicle and were launched on Thursday 6 February at a special event hosted at Chesil House. Nominations are now open until 31 June and the awards ceremony will be at the University of Winchester. For full details of the award categories and criteria and how to enter, please visit: winchesterbusinessawards.co.uk.



Nominations open until Friday 31 July!

To find out more about the award categories and criteria
as well as how to enter, please visit:
winchesterbusinessawards.co.uk

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Hey Big Spender

The Chancellor of the Exchequer, Rishi Sunak, completed his first Budget on 11 March 2020. After having only a matter of weeks to settle into his new job, he had the unenviable task of balancing the looming fiscal threat of COVID-19 with delivering the promises made in the 2019 Conservative Government Manifesto. His response – Spend.

For COVID-19 Sunak appears to have an open purse when it comes to vital funding for the NHS. There is also relief for individuals and businesses in the short term including easier access to benefits for the self-employed and the temporary suspension of business tax rates for firms in the retail, hospitality and leisure industries with a rateable value below £51,000. All welcome measures to hopefully relieve some of the financial anxieties surrounding the current crisis.

Perhaps to further lift the collective morale, alcohol duties on wine, spirits, beer and cider will be frozen and smaller pubs will receive an increase in business tax rebate from £1,000 to £5,000. Fuel duty will remain unchanged for the 10th consecutive year and VAT will be removed on women's sanitary products and e-publications.

Ian Miles, Private Client Tax Partner at James Cowper Kreston comments that: "Tax changes mean that individuals may have more to spend too. The rise in the threshold for National Insurance Contributions is set to increase from £8,632 to £9,500 which will provide a saving of just over £100 per annum for all workers and the self-employed. There was also some hidden good news for high earners. Dressed up as relief for NHS doctors, people earning between £150,000 and £240,000 who may have previously had to pay the pension tax charge will no longer have to. There is some withdrawal of tax relief on pension contributions for taxpayers earning in excess of £300,000 but the Chancellor has not abolished higher rate tax relief on pensions more generally as was muted a few weeks ago.

Entrepreneurs' relief which has been labelled one of the most expensive but least lucrative tax breaks has been reformed, with the lifetime allowance being reduced from £10m to £1m. This will disappoint many local entrepreneurs who look to the sale of their businesses to fund their retirement.

For local businesses there are winners and losers. Small businesses will welcome the increase in the annual employment allowance from £3,000 to £4,000 but companies may face higher corporation tax bills because it was confirmed, as widely expected, that the rate will not be cut to 17% next month, remaining at the current rate of 19%.

Sharon Bedford, Business Tax Partner at James Cowper Kreston comments that: "Although the stated aim of the Budget was to spread opportunities widely across the UK regions, the predominance of hi-tech businesses in the Thames Valley mean that it might still benefit. Billions are being invested in Research and Development and some of this should find its way into the region. There is also an increase in the Research and Development Expenditure credit from 12% to 13% from April."

There was a lack of detail in the Budget to say how the spend will be funded but there was an inference that businesses will be relied upon to fuel growth and generate more tax. Certainly, there will be more opportunities for some businesses resulting from Sunak's spending spree but whether his gamble pays off in the longer term, time will only tell. ■



CSR makes a big difference to The Murray Parish Trust

Corporate Social Responsibility (CSR) isn't just a 'nice to have' marketing hook; increasingly consumers, employees and stakeholders prioritise companies and brands that share their values.

The most effective CSR policies are at the core of businesses driving the 'triple bottom-line' of people, planet and profit.

For small charities like The Murray Parish Trust, founded in 2014 by actors James Murray and Sarah Parish in memory of their late daughter Ella-Jayne, the on-going support of corporates is vital to the charity's ability to maximise fundraising potential from the events it holds throughout the year to advance paediatric emergency care across the south of England.

Sarah said: "Companies can help us in any number of ways: through enabling Payroll Giving and employee volunteering; match-funding employees' initiatives; providing venues for sponsorship and attending our events; in-kind donations or nominating us as their Charity of the Year."

Jim added: "Thanks to the help of Amiri Construction, Norwegian Cruise Line Holdings Ltd and Murgitroyd collecting the 1,400 eggs needed for prizes at the Highclere Castle Easter Egg Hunt (18th April) we significantly increased the amount of funds raised."

The charity, which has successfully raised almost £5 million to date in partnership with Southampton Hospital to redevelop the Children's Emergency and Trauma Department, is now aiming to raise £5.5 million to create an intra-operative MRI Suite at the hospital.

To find out about becoming a CSR partner please visit: <https://themurrayparishtrust.com/partners/>. ■

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Free Financial Planning Meeting

Unity Wealth Management

We are offering Chamber members a Free Initial Discovery Meeting with one of our Independent Financial Planners. At this meeting, we would review your existing pensions/investments and ensure you are on track to have the retirement you desire, by using our industry leading Lifestyle Financial Planning software and analysing your current and future position. Please contact us on 01329 888494, email info@unitywealthmanagement.co.uk or visit our website at www.unitywealthmanagement.co.uk. ■

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Zedify Southampton

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www.hampshirechamber.co.uk/chamber_discounts_offers. FREE offers as part of your membership.



How to identify your company's intellectual property

It is often the case that there is more IP in your business than you realise. It's important to take steps to correctly identify and regularly check all the IP within your business, so you can successfully protect your IP and defend your rights.

Typical rights your business may have are trade marks (protecting your product name(s), your trading name or company name, 'brand' mark or 'house' mark), your logo, colour combinations in your name and logo, unique design features in the packaging of your products, copyright of your web pages, databases, design documents, unique and functional features that could be protected with patents and patent applications and elements of shape and look and feel that you may be able to protect with a design registration / application for a registered design.

It's important to regularly review your rights

IP rights are dynamic and ever evolving, so it is important to make sure you regularly review your rights with your IP attorney.

Product development and changing trends mean you may undertake activities such as varying your packaging, launching seasonal products, bringing in technological improvements or updating the look and feel of your products – they all have the potential to impact on your existing IP rights.



IP audits

We routinely conduct IP audits to ensure we're always proactively looking after our clients' portfolios.

And of course, you should always seek professional advice if you're unsure about the IP in your business. They can really help you understand what you've got, its potential and its limitations. ■

Solent LEP: Grants of up to £100,000 available for community energy projects

The Solent Local Enterprise Partnership (LEP) is a key player in a new Rural Community Energy Fund (RCEF) that will supply vital funding for local communities wishing to benefit from its own supply of clean renewable energy.

There is a free workshop on Thursday 13 February at Lyndhurst Community Centre from 5.30pm – 7.30pm to support local groups who are interested in finding out more.

Local green energy generation not only helps the environment but can reduce energy costs for local people and provide new jobs for the community. The RCEF is designed to help communities to develop their own local, clean and renewable sources of energy that benefit their locality and the wider environment.

Phase One of the scheme offers up to £40,000 for a feasibility study and phase two offers up to £100,000 to cover further project development costs and gaining planning permission.

The workshop event will offer advice on applying for funding and there will be a case study from an existing local energy project, as well as the chance to ask questions and network.

Gary Jeffries, Chair of the Solent LEP said: "We are delighted to be supporting the Rural Community Energy Fund and welcome anyone who would like to consider making a difference in their local community. This workshop will provide everything you need to know about the fund and how to apply and you can also find out how it's worked for some groups already."

To find out more and to register visit <https://www.eventbrite.com/e/the-rural-community-energy-fund-applying-for-a-40000-grant-tickets-88655644419>. ■

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meeting rooms for up to 120 delegates or why not hop across the city to Leonardo Royal Grand Harbour Hotel Southampton, with a £3m refurbishment due for completion in the summer of 2020. Guests can relax in the hotel's 15m swimming pool, book in a rejuvenating treatment at the Rena Spa or dine out at the Marco Pierre White Steakhouse Bar & Grill. As well as all of this, the Leonardo Royal is home to 13 large meeting spaces for up to 500 delegates. ■



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Daniel Powell

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01256 318182

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Sara Bambrough

1 Thames Court, Richfield Avenue, Reading, Berkshire, RG1 8EQ

0118 3341857

www.solutions4health.co.uk

Solutions 4 Health are an innovative healthcare provider with expertise in three divisions: healthcare, information systems and innovations and AI.

Smokefree Hampshire joined the Solutions 4 Health family in 2019, providing a variety of support for people to quit smoking whilst ensuring flexibility to meet their needs. As well as support to quit using typical stop smoking medications, the service is 'e-cig friendly,' ensuring help is available for those who wish to use e-cigarettes as an aid to quitting. Alongside this support, Solutions 4 Health also provide the 'Quit with Bella' AI powered app, free for those living in Hampshire. ■

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Trevor Vidler

Search Support Unit, Hampshire
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www.hantsar.org

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