



WINTER 2017

ISSUE

41

## FIFE BUSINESS MATTERS

[www.fifebusinessmatters.co.uk](http://www.fifebusinessmatters.co.uk)

### FBM MEETS... SILBERLINE

Investment, development and streamlining processes

### FLUSHAWAY

Revolutionary cancer screening

### FEDERATION OF SMALL BUSINESSES

Focus on health and wellbeing in the workplace

### FIFE BUSINESS WEEK 2017

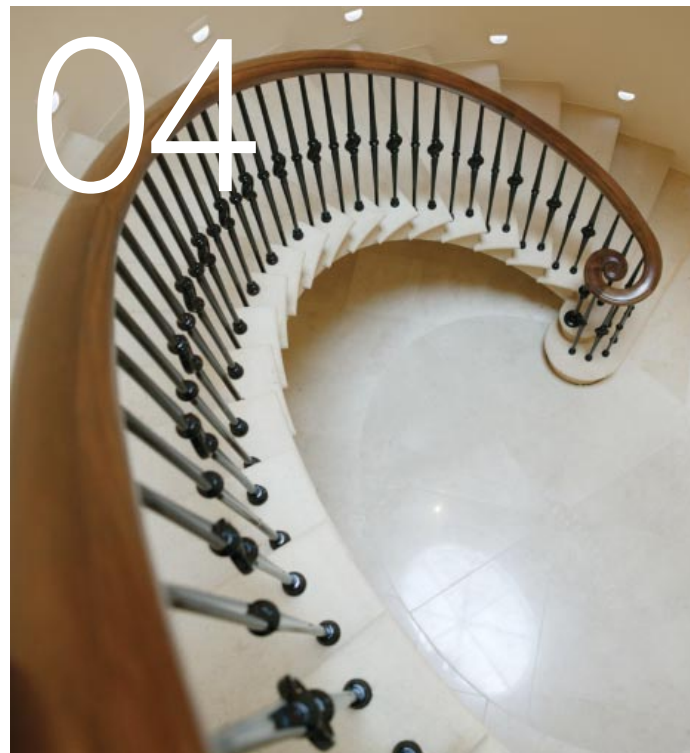
Successful week-long programme of events



## Fife Businesses Step Up

HALDANE UK INVESTS IN FUTURE





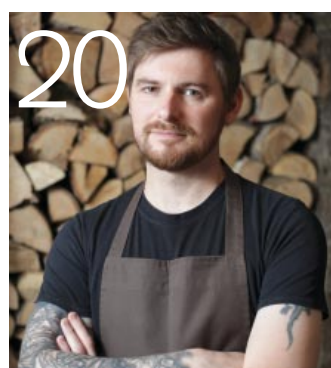
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## Welcome

**W**elcome to the winter issue of Fife Business Matters.

The final quarter of 2017 has seen a surge in business activity. Whether it is opportunities to collaborate, businesses reporting growth or securing new contracts, there is an abundance of news to report in this issue of Fife Business Matters.

We were overwhelmed by the support for Fife Business Week. Business leaders and entrepreneurs from the public and private sectors took part in a packed programme of events, which were aimed at inspiring and supporting new and established businesses in a productive and proactive platform.

The Fife Business Awards 2018 have also proved popular, with an unprecedented number of entries being received. There are such great stories of determination, courage, motivation, passion, perseverance, vision and excellence amongst the entries. To all those who have entered, good luck!

The Enterprise Hub Fife is another success story of which we should be proud. Launched in May, it continues to successfully inspire entrepreneurs and boost business growth by providing enterprise and business services to commercial and social entrepreneurs.

There are so many highpoints of 2017 that I can't do them all justice in this short space, but a few of my highlights include: CoorsTek's new deal with Teledyne e2v helping in the fight against cancer; the Levenmouth Community Energy Project continues to reach major milestones; and manufacturing remains an important sector in Fife. In this issue, we highlight the investments being made at Haldane UK, Silberline and McDonald Engineers UK. Fife also recorded the biggest growth in social enterprises in Scotland, having set up 59 during the last two years, taking its total to almost 250 social enterprises.

We've much to be proud of, and as we approach a new year, let's take the determination, the passion and the enthusiasm that so many businesses have demonstrated this year, with us into 2018. With these attributes we can progress our mission of building a resilient economy.

Wishing you all a very happy and prosperous New Year.

**Stephen Doran**

Chair of the Fife Economy Partnership



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Cover: Haldane UK, a leading manufacturer of bespoke handrails and luxury staircases, is investing in machinery to boost production

**fbm**

**Fife Economy Partnership**  
GROWING FIFE'S FUTURE

**CIPR PRIDE AWARDS 2015 SHORTLIST**

**Fife Business Matters** is published on behalf of the Fife Economy Partnership and is funded by Fife Council Economic Development.

To send us your stories or to request a copy, email: [editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

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## BUILDING BUSINESS BY BUILDING CONFIDENCE

With the firm belief that people from all walks of life should have the opportunity to benefit from a professional coach, social enterprise, DotCoach, is aiming to supercharge the skills of young adults whilst providing coaches with professional development.

Its latest project with the Dame Kelly Holmes Trust will support fifty young people to deliver community development projects across five UK locations.

Tim Mart, founder of DotCoach explains:

"Working with a professional coach is incredibly powerful. It can play a big part in the development of soft skills and can really help

those making that jump from education into employment or starting their own business. The problem is that the cost is normally out of their reach, and we're trying to bridge that gap bringing young adults and professional coaches together."

The social enterprise reinvests profits into youth training, paid internships and leadership workshops and works in partnership with universities, colleges, business support agencies and other social enterprises to arm students with the skills that will integrate them into the world of work.

[www.knowyoumore.co](http://www.knowyoumore.co)

## R&D TRIAL TO IMPROVE GLOBAL DRINKING WATER

Dunfermline-based Bridge Biotechnology has become one of the first to test its Capacitive Recovery System (CRS) technology at Scottish Water's first of a kind innovation development centre near Inverness after landing support from the Hydro Nation Water Innovation Service (HNWS) and partial funding from Scottish Enterprise.

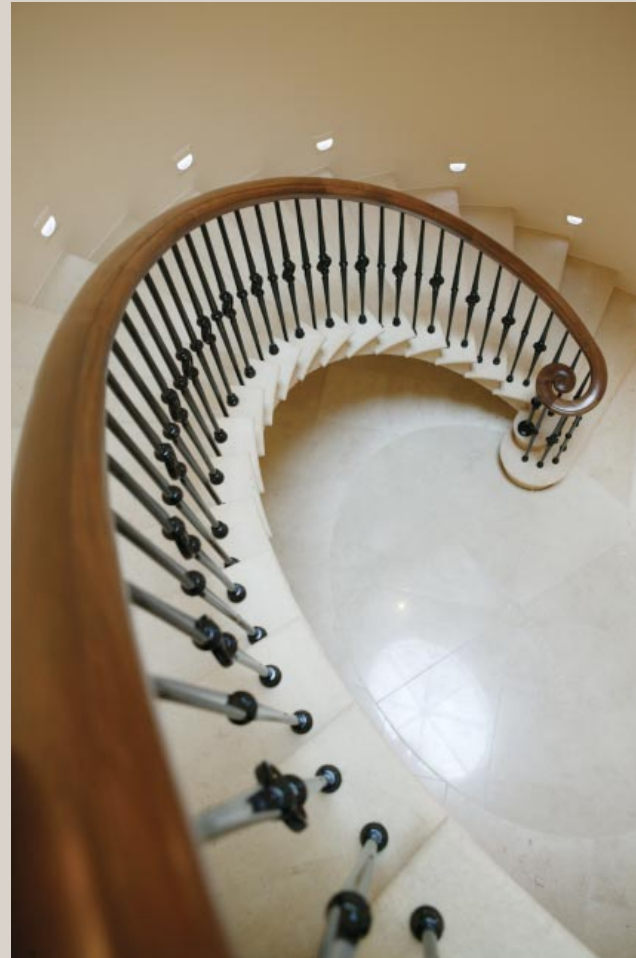
It has embarked on a 16-week trial of its ion-removing water purifying system, which could transform the quality of drinking water worldwide. The trial results will be evaluated and reported with the help of WRC, an independent centre for innovation and growth across the water, environment, gas and resource management sectors, and used to attract commercial interest from potential buyers.

The CRS is a low power, low waste purifying system, which removes charged ionic contamination from water and has already been trialled by a number of customers in different environments for nitrate, nitrite, ammonia and chromic acid removal. It is now being tested for its capacity to remove hardness, aluminium, copper, iron, magnesium, manganese and lead.

[www.bridgebiotechnology.com](http://www.bridgebiotechnology.com)



Nick Montgomery of Bridge Biotechnology demonstrating the system to Roseanna Cunningham MSP



Haldane UK is a leading manufacturer of bespoke handrails and luxury staircases

## HALDANE PLANS MAJOR GROWTH

Glenrothes based Haldane UK, the UK's leading manufacturer of bespoke handrails and luxury staircases, is investing almost £350,000 in a new 5-axis CNC machine as it looks to ramp up production by 50 per cent over the next two years.

Haldane was the first company in the UK to pioneer 5-axis CNC technology for manufacturing timber, which saw it winning the Queen's Award for Enterprise. It now has a total of five CNC machines as well as its traditional wood turning and machining solutions.

This latest investment will take Haldane's spending to almost £800,000 in the last 18 months to meet the growing demand for its solutions.

Forrester Adam, Managing Director of Haldane UK, said:

"We have seen an unprecedented growth in demand in the last year and we are now running at full capacity with an ever growing order book."

Haldane has also restructured its senior management team, with the appointment of two new directors Frank Scally and David Sinclair, who will provide the drive, knowledge and experience to achieve these growth objectives.

[www.haldaneuk.com](http://www.haldaneuk.com)

## MAJOR INVESTMENT IN CALORIFIER DIVISION TO INCREASE CAPACITY

McDonald Engineers UK has completed a major investment programme in its calorifier division to increase its manufacturing capacity by over 30 per cent.

The investment follows a steady growth in its calorifier business. McDonald Engineers UK is also setting new industry standards by offering 98 per cent of its calorifier (heat exchanger) in less than one week, whilst enhancing the quality it offers.

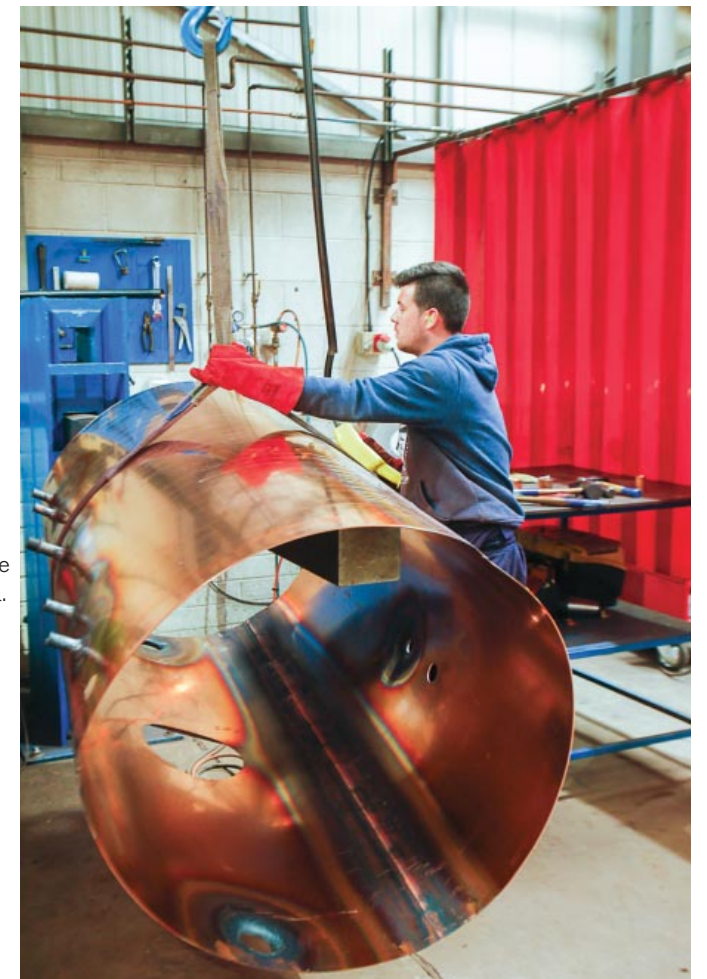
The investment created an additional production bay as well as new welding equipment, tool benches and curtain screens for all existing calorifier bays, to optimise production.

The upgrades follow on from recent investments in a new insulation production line and an additional delivery vehicle, as well as a new testing facility, which enables the company to look at more hot water storage innovations.

McDonald Engineers UK's Production Manager, Brian Patrick, said:

"Whilst many other companies in the industry are scaling back or looking at cost cutting measures, we are continuing to invest in virtually every aspect of our production."

[www.mcdonald-engineers.com](http://www.mcdonald-engineers.com)



Major investment at McDonald Engineers UK



## FLEXIBLE WORKFORCE DEVELOPMENT FUND

Fife's employers can apply for part of a new £10 million fund to partner with colleges to deliver in-work skills training.

The Flexible Workforce Development Fund (FWDF) will be available to organisations across the private, public and third sectors, which are subject to the UK Government's Apprenticeship Levy.

The one-year pilot fund will focus on the up-skilling and re-skilling of existing employees of any age, with individual organisations able to apply for up to £10,000.

Minister for Employability and Skills Jamie Hepburn MSP, said:

"This unique pilot scheme will enable Scotland's employers to make training and skills development available to their staff, addressing knowledge gaps and improving productivity."

"Training and skills development is beneficial for employees of all ages and levels and I would encourage all organisations subject to the levy in Scotland to get in touch with our colleges to learn more about the opportunities available to them."

## FIFE SOUP PROVIDES FOOD FOR THOUGHT

Fife SOUP, a project between BRAG Enterprises, Fife Council Economic Development and Fife Voluntary Action held its first event to encourage and stimulate community growth enterprise across Fife.

Fife SOUP is a micro-funding event, which follows a simple concept – people turn up, get a voting button and listen to pitches about how to improve the local community, whilst enjoying a bowl of soup and voting for their favourite idea.

There is a suggested donation of £5 per person, and the winner gets to take home all the money collected to fund their project. The first winner was Kingdom Off Road Motorcycle Club, which gives children a safe place to use off road motorbikes and quads.

Lee Wells of BRAG Enterprises said:

"Fife SOUP provides micro-funding to projects in your community, decided by you and the chance to have an interesting evening out, make new connections and eat great soup!"

For more information call Lee Wells at BRAG Enterprises on: 01592 860296.



Fife has been showcasing a range of its successful businesses that are continually investing in the region, helping to make it a first-class business destination.

Fife's food and drink producers, including The Little Herb Farm, have been pitching their products to key international buyers from around the world



## OFFSHORE WIND – GROWTH AND OPPORTUNITY IN FIFE

**B**usinesses across Fife have been receiving interesting updates on renewable energy projects, including innovation in offshore wind.

Invest in Fife hosted 'Innovation in Offshore Wind' during Offshore Wind Week, which also coincided with Fife Business Week.

Fife is at the very heart of innovation in offshore wind, with major projects just off its coast, a strong skills set and training base, and some of the leading players operating in the region.

Businesses joined Invest in Fife, industry and political leaders for lunch, networking and discussions on local success stories, innovation, opportunities and future developments.

## FIFE SHOWCASE FOR FOOD AND DRINK EXPORTS

**F**ife's food and drink producers have been pitching their products to key international buyers from around the world.

As part of Showcasing Scotland, international buyers visited Fife to sample some fantastic, quality products, to further the reach and impact of Fife's food and drink sector.

Ross MacKenzie, Lead Officer (Investment), Fife Council, said:

"Offshore wind is one of the biggest opportunities for economic growth in the UK today, with a forecasted £17.5bn of infrastructure investment over the next four years.

"We were delighted to hear from representatives from ORE Catapult, Limpet Technology and Oceaneering about some of Fife's achievements to date and set out the huge ambition and opportunities that lie ahead."

St Andrews Brewing Company, Bowhouse (East Neuk of Fife) and Lindores Distillery hosted visits from buyers to sample produce from Canmore Brewery, New Alliance, Kingsbarns Distillery, Eden Mill, The Langoustine Box and The Little Herb Farm, to name just a few.

Councillor Altany Craik, Convener—Economy, Tourism, Strategic Planning & Transportation Committee, said:

"Showcasing Scotland shined a spotlight on Fife, and was a great opportunity for some of our most innovative, established and emerging food and drink manufacturers. Fife has a thriving tourism industry and agriculture, fishing and drinks industries are big businesses for the local economy. There is also significant potential to develop the food and drink sector and we are highlighting investment areas/gaps in the sector where Fife Council could assist, support the supply chain and better connect businesses."

## WAVE ENERGY SCOTLAND SEEKS HELP FOR R&D PROGRAMMES

**W**ave Energy Scotland is seeking to invest up to £320,000 on four short projects that will help shape its future research and development programmes.

The first two contracts will involve evaluating the innovation landscape to find the optimum choices for electrical connection solutions and foundations and moorings.

The remaining two contracts will involve 'horizon scanning' to understand opportunities in very large-scale wave energy converters and alternative generation techniques.

For more information or to register visit:

[www.waveenergyscotland.co.uk](http://www.waveenergyscotland.co.uk).

## INVEST IN FIFE

Fife means business.

TO FIND OUT MORE ABOUT  
INVEST IN FIFE



INVEST IN FIFE HAS A PROVEN TRACK RECORD OF HELPING INVESTORS MAKE THEIR PROJECTS HAPPEN AS WELL AS HELPING FIFE-BASED COMPANIES WITH THEIR EXPANSION PLANS. ITS BUSINESS AND CONSULTANCY SERVICES ARE EXTENSIVE AND INCLUDE ADVICE ON FINANCE, PROPERTY, TRAINING, BUSINESS AND PERSONAL DEVELOPMENT AND REGULATOR PROCESSES. Email: [enquiries@investinfife.co.uk](mailto:enquiries@investinfife.co.uk) or call: 01592 583539 or visit: [www.investinfife.co.uk](http://www.investinfife.co.uk)

## REGENERATION FOR WESTFIELD

**N**ew economic and environmental opportunities and a green energy powerhouse are being created at the 423 hectare site at Westfield, which at one time was one of the largest opencast coal mine sites in the UK.

Having gained approval on its Masterplan, Hargreaves Services Westfield Limited is now pushing ahead with plans to regenerate the site. The development could create up to 2,500 new jobs for the area in years to come.

Hargreaves' proposals take an integrated approach to regenerating this historically impacted site. It will improve the biodiversity of the site, increase public accessibility and incorporate a range of renewable energy systems, including energy recovery from residual waste. This energy can then support other development proposals and a range of new business opportunities.

[www.westfieldmasterplan.co.uk](http://www.westfieldmasterplan.co.uk)

Regeneration plans for Westfield



## EXCELLENT SUPPORT PACKAGE

- Dedicated Project Team
- Finding the Right Property Solution
- Advice on Financial Assistance
- Training & Recruitment Support
- Transportation
- Stakeholder Management

## INVEST IN FIFE

Fife means business.

[www.investinfife.co.uk](http://www.investinfife.co.uk)



# fife business week 2017

Fife Business Week 2017

09

Fife Business Week may be over for another year, but the opportunities it has created are just beginning.

Fife Business Week took place in early November, and was full of seminars, workshops and best practice events, all aimed at inspiring new and established businesses in Fife.

A host of opportunities were created during the comprehensive range of events as businesses engaged with public and private sector support agencies, business experts and entrepreneurs.

The week also included the launch of Fife Finance Week, which saw the introduction of integrated finance activities embedded into the school curriculum. Schools from across Fife took part in the initiative to understand finance, which was led by Fife Council Education Services with support from Fife Council Economic Development's enterprising resources, local banks, credit unions and social enterprises.

Pamela Stevenson, Lead Officer for Enterprise and Business Development, Fife Council, said:

"Fife Business Week was a great showcase to promote local business and their success. It offered the opportunity for companies to come together, hear from industry experts, whilst making new contacts and exchanging ideas."

A Fife Council Supplier Development Programme Meet the Buyer event took place, connecting businesses with buyers and decision makers to discuss accessing opportunities with public sector agencies and prime private sector contractors.

A week packed with events focusing on specific key industry topics, have motivated and encouraged Fife entrepreneurs, business start-ups and employers to move their businesses forward and secure future success.

Ahead of the Government's new initiative 'Making Tax Digital', Henderson Black & Co explored what this really means for business, and how they can prepare for the upcoming changes, whilst JMPotential hosted an event on Data Protection (GDPR). The short briefing targeted at small business owners explained the new regulation, which comes into effect in May 2018, and how it will affect business and the steps to be taken in preparation. Speaking after the event, a delegate said:

"I attended with very little understanding, however I left with the knowledge I need to start to put processes in place."

Other topical events also took place. Business Gateway Fife hosted a Digital Boost session, which was well attended and well received. One attendee, said:

"The Digital Boost workshop provided lots of usable information that can be easily implemented to make a difference to our digital marketing."

Stephen Doran, Chair of the Fife Economy Partnership, said:

"This week of events showed that Fife is very much open for business and there is so much support available to help businesses to invest, grow and thrive. Recognising this, business leaders and entrepreneurs took part in a range of events, aimed at inspiring and supporting new and established businesses in a productive and proactive platform. It was a great success with plenty of new relationships made; opportunities created and best practices shared."

Opposite and Left: Fife Council Economic Development hosted a Meet the Buyer event during Fife Business Week. It brought buyers and decision makers together to discuss upcoming business opportunities.

Below: Left to Right: George Sneddon, Service Manager, Fife Economic Development; Caroline MacDonald, Fife Council Procurement Service Manager; Keith Winter, Executive Director, Fife Council, Enterprise and Environment; Pamela Stevenson, Lead Officer for Enterprise and Business Development, Fife Council; Councillor Altany Craik, Convenor - Economy, Tourism, Strategic Planning & Transportation Committee; Kelly Maddison, NDI



FIFE BUSINESS WEEK IS DELIVERED BY FIFE COUNCIL ECONOMIC DEVELOPMENT AND BUSINESS GATEWAY SERVICES ON BEHALF OF THE FIFE ECONOMY PARTNERSHIP. ITS AIM IS TO SUPPORT BUSINESSES TO SUCCEED AND FLOURISH.

For more information, please visit:  
[www.fifebusinessweek.co.uk](http://www.fifebusinessweek.co.uk)



INSPIRING AND SUPPORTING BUSINESSES IN FIFE

Fife Economy Partnership  
GROWING FIFE'S FUTURE



Law graduate, Ross Lamond, turned to Business Gateway Fife for start-up advice to bring dog treats made out of insects to the market.

Ross Lamond of Bug Bakes



## INSECT PROTEIN GIVES LAW GRADUATE THE BUSINESS BUG

**D**og treats made out of insects will be hopping into the pockets of pet lovers after the launch of Bug Bakes.

The biscuits, made out of ground crickets, oat flour, root vegetables and other all-natural organic ingredients, are believed to be the first dog treat to contain insect protein in the UK, providing dogs with a sustainable source of protein, fibre, iron and calcium.

Start-up advice was provided by Business Gateway Fife and Bug Bakes intends to sell wholesale to independent pet shops, veterinary practices and directly to dog owners in the UK.

Creator Ross Lamond said:

"Business Gateway Fife put me in touch with the information service, which gave me a list of pet food producers in the UK. Having that list, and calling all the contacts on it, helped me quickly realise that I would have to make the biscuits myself with an initial investment of just £1,500. I've also received fantastic support in relation to other product development ideas that I am currently investigating."

Shona Morrison, Business Adviser at Business Gateway Fife, said:

"Ross has big plans for his business and hopes to move production out of his kitchen and into an industrial unit, whilst taking on staff. He also hopes to grow his online presence through digital marketing and by visiting trade shows, so we're also discussing potential support through our Digital Boost programme and via local funding schemes."

[www.bugbakes.co.uk](http://www.bugbakes.co.uk)

Digital Boost gives Sorba Freeze specialist advice on its digital strategy to support its growth and development.

Sorba Freeze chilled packaging solutions

## DIGITAL BOOST IS A COOL MOVE FOR SORBA FREEZE

**F**ife manufacturer of chilled packaging solutions, Sorba Freeze, has benefited from support to improve its digital knowledge through Digital Boost, the government initiative launched to help businesses to grow and develop.

Based in Glenrothes, the business was acquired by the Pitreavie Group in 2015, Scotland's largest independent packaging solutions and industrial supplies company.

Much of Sorba Freeze's business is online and the



management team is keen to become the leader in the market of chilled packaging solutions. Through one to one consultancy from its Business Gateway Fife adviser, Digital Boost gave the business access to specialist advice to improve the website and analytics, digital strategy, e-commerce and digitising business processes.

Gordon Delaney, Sales Director of Sorba Freeze, said:

"Lynne Baillie, our adviser at Business Gateway Fife, gave us excellent support. Sorba Freeze has ambitions to take the business to a new level and we needed to reinvest in the digital solutions required to make this happen. Digital Boost has proved to be a very significant programme for us and should allow us to grow and develop."

Digital Boost helps businesses to improve their digital knowledge. The support on offer includes: fully funded workshops covering digital marketing strategy, digitalising business processes, website data analytics and eCommerce for Business. One to one advice on IT related business issues is also available.

[www.sorbafreeze.com](http://www.sorbafreeze.com)

## STAYING ON THE CUTTING EDGE

**L**aserFlair offers contract manufacturing laser cutting and engraving to companies, organisations and individuals across the UK. Based in Upper Largo, it has had great support and advice from Business Gateway Fife in relation to setting up its new website.

Jane Banks, Founder of LaserFlair, said:

"I launched a new website complete with blog in February. Business Gateway Fife has been a great support, providing specialist help for Search Engine Optimisation (SEO). The advice was invaluable and taught me how to maintain my ranking in the future."

Not getting stuck into social media or start blogging sooner is a regret of Jane's, but now having got started, she really enjoys it! She said:

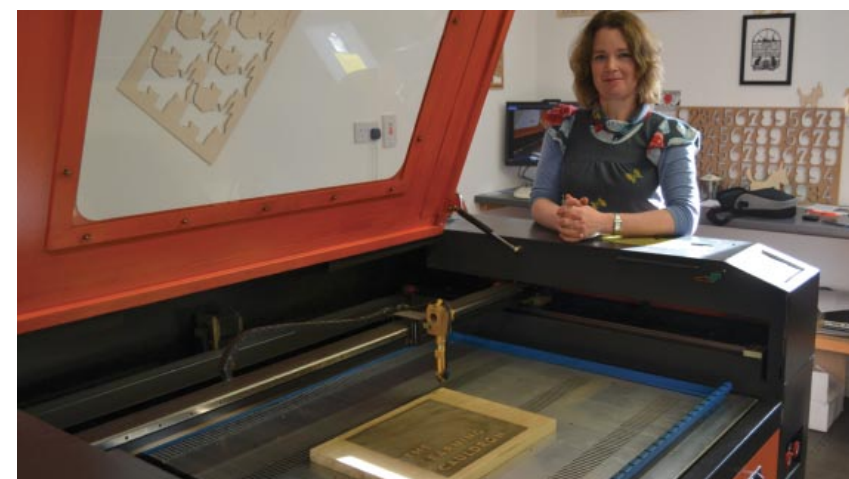
"Social media is a great way to spread the word about what you do, keep up to date with customers and make new contacts."

In a relatively short period of time, Jane has had a number of achievements in business. The most memorable was engraving commemorative cask ends for Diageo when, the then Prime Minister, David Cameron opened its extended distillery facilities at Cameronbridge, Leven.

Speaking about the future, Jane said:

"I'd like to build my customer base and keep myself as busy as I want to be. Being in control of everything and working from home maximises flexibility and peace of mind for me, and keeps risks manageable."

[www.laserflair.co.uk](http://www.laserflair.co.uk)



Jane Banks Founder of LaserFlair



Having left a career in HR, Shirley Paterson from Glenrothes set up nextGenery in 2012. As a Domestic Energy Assessor and Green Deal Adviser, Shirley assesses the energy needs of people across Scotland, inspiring and equipping others with the tools and information needed to save on their energy bills.



## GENERATING SAVINGS

Shirley Paterson, Domestic Energy Assessor and Green Deal Adviser, in nextGenery's pure electric car

Shirley Paterson's interest in energy efficiency began some 40 years ago on a visit to The Centre for Alternative Technology in Wales whilst on a family holiday. Today, she's the proud owner of her own business – nextGenery – which helps customers cut their energy bills by offering advice and recommendations to implement energy-saving improvements.

Shirley's own home, where she lives and works, is now an exemplar on both the Energy Saving Trust for Scotland's Green Homes Network and also on the SuperHomes network.

In getting to this point, nextGenery has had significant support. Business Gateway Fife has been a huge help, providing free advice, workshops, access to women's development programmes, European Regional Development Funded Expert Help and partial funding support for specialist technical training for assessing non-domestic properties. Skills Development Scotland and the Low Carbon Skills Fund have also been of great support.

Shirley Paterson said:

“The combined impact that my work has brought to customers in terms of their combined energy bill reduction has amounted to a few million pounds, which is utterly incredible. I just wish I'd started out sooner!”

nextGenery has won a range of awards including Kingdom FM Local Hero Best Green Initiative Award (2016); Green Apple Award (2017) for Environmental Practice Transport Category; and was a finalist in the Vision in Business for the Environment of Scotland Awards (2015).

[www.nextgenery.co.uk](http://www.nextgenery.co.uk)



BUSINESS GATEWAY FIFE, DELIVERING ON BEHALF OF FIFE COUNCIL ECONOMIC DEVELOPMENT, PROVIDES A RANGE OF SERVICES TO NEW AND ESTABLISHED BUSINESSES IN FIFE. IF YOU REQUIRE ASSISTANCE ON FINANCE, STRATEGIC DIRECTION, LEADERSHIP SKILLS OR ARE PERHAPS LOOKING TO MOVE INTO NEW MARKETS, THEN BUSINESS GATEWAY FIFE HAS THE EXPERTISE TO ASSIST.

To find out more, call: 01592 858 333 or email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk) or visit: [www.businessgatewayfife.co.uk](http://www.businessgatewayfife.co.uk)

## HOW BUSINESS GATEWAY FIFE HELPED Andrew build his fabby business

When Andrew Traub was looking to start his furniture upcycling business in 2013, the former Celtic and Clyde footballer looked to Business Gateway Fife to help get The Fabby Furniture Company moving.

“It was always an ambition of mine to start and run my own business, and I am so glad that I did,” said Andrew.

“Starting and growing any venture presents many challenges but the support from Business Gateway Fife has been fantastic. Their free seminars and one to one advice helped me get my head around a range of business issues and my adviser also helped me secure funding, which has allowed me to really develop the business.

“We now have over 24,000 followers on Facebook, and our 1,500 sq ft studio in Kinross is getting busier every week as more and more customers look to us to transform their old, unwanted pieces of furniture into desirable objects.

“We have big plans for The Fabby Furniture Company and we will certainly be looking to Business Gateway again as we grow the business.”



“Our Business Gateway adviser's support has been invaluable”

### How we helped Andrew:

- 1:1 advice
- Funding Sources
- Workshop programme
- Business planning

Visit [www.bgateway.com/fife](http://www.bgateway.com/fife) or call 01592 858 366.



EUROPE & SCOTLAND  
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Investing in a Smart, Sustainable and Inclusive Future





Fife Chamber of Commerce's President, Peter Southcott, gives his review of Chamber activity during 2017.

## PRESIDENT'S 2017 REVIEW

**F**ife Chamber is going through substantial change to engage with its members better and make it easy for them to understand how we can help them.

Account Management is getting us closer to the members and our events are being revamped to meet their different business needs.

Fife Learn shares business knowledge and know-how and brings new ideas to the fore. One of its most innovative aspects is the emphasis on getting the members that have expertise to work collaboratively and co-ordinate their contributions for maximum benefit.

The incredibly popular Fife Social provides high quality networking and over 500 people from over 200 different companies have attended one of the monthly sessions in the last year.

Events to connect members are only one part of what we do. Making sure that public policy prioritises business and wealth creation is equally important and we arrange many meetings with politicians and government agencies to make sure that business is heard where and when it matters.

Members can explain their priorities directly to senior UK and Scottish Ministers, including the Chief Secretary to the Treasury and the Scottish



Peter Southcott, President of Fife Chamber of Commerce

Government's Cabinet Secretary for Economy. We have a regular forum with members and local MPs and MSPs, and we are represented on cross-agency groups that are central to growing the economy, including Developing Young Workforce Fife and the Fife Economy Partnership.

We still have much to do to become the best Chamber of Commerce in Scotland but I am proud of what has been achieved already. Many of Fife's most successful businesses have joined up and are working with our existing members to make the Chamber the natural home for the Kingdom's businesses of ambition.

Our new members include Amazon. This is the first time that Amazon has joined a Chamber of Commerce anywhere in the UK and it only seems appropriate to leave the final word on Fife Chamber in 2017 to Paul Ashraf, General Manager at the Dunfermline Fulfillment Centre. He said:

"Amazon is very proud to be part of the business community of Fife. Fife Chamber of Commerce plays an important role in bringing local businesses together. Since joining the Chamber, we have built good working relationships with Alan and the team and their support has enabled us to take part in excellent networking opportunities with fellow businesses.

"We look forward to continuing to build our relationship with the Chamber and its members and the opportunities this brings."

FIFE CHAMBER WORKS TO CONTRIBUTE POSITIVELY TO THE FIFE ECONOMY BY REPRESENTING ITS MEMBERS' INTERESTS, ENGAGING WITH BUSINESSES OF ALL TYPES, IDENTIFYING AND DEBATING ISSUES AFFECTING THE FIFE ECONOMY AND LOBBYING LOCALLY AND NATIONALLY TO HELP RESOLVE BUSINESS CONCERNS.

For more information, call: 01592 647740 or visit: [www.fifechamber.co.uk](http://www.fifechamber.co.uk)

Alan Mitchell, Chief Executive of Fife Chamber of Commerce with Keith Brown MSP, Cabinet Secretary for Economy, Jobs and Fair Work

### JOIN FIFE CHAMBER TODAY

- Build connections and strengthen your network
- Raise your profile
- A strong voice, locally and nationally
- Learning and development opportunities
- Helpful services and great deals from Chamber members
- Practical support and friendly service

[www.fifechamber.co.uk/join-fife-chamber](http://www.fifechamber.co.uk/join-fife-chamber)  
or call the team on  
01592 647740

**Fife**  
Chamber of Commerce

## LOOKING FOR BUSINESS PROPERTY IN FIFE?

Fife continues to be a popular location for businesses, as Fife Council reveals that over 93 per cent of its business property portfolio is leased.

Fife Council's eclectic mix of properties range from industrial sites, ideal for manufacturing as well as fully serviced office units, continue to appeal to local businesses with only a handful currently available for lease including; Unit 3 Pitreavie Court, a spacious office facility within Dunfermline. Also available is Suite 1 at Forth House, North Road Inverkeithing, a multi-officed independent suite with great transport links and private car parking. Serviced office facilities with reception and meeting rooms are also available at Dunfermline Business Centre on Izatt Avenue.

Fife Renewables Innovation Centre at Methil continues to prove popular, with occupancy increasing from 40 to 70 per cent in just 6 months.

A range of new Glenrothes industrial units are due for completion in December 2017 at Queensway. Available for occupation January 2018.

"Our portfolio of over 300 units continues to grow and we have a diverse collection of tenants throughout Fife. We offer a package which includes assistance from partner organisations to encourage growth and benefit Fife as a whole.

Fife Council has extensive knowledge of the Fife Business Property market and can also help with additional land for business or expansion. Flexible leasing arrangements are available on some units and properties."

Derek Bayne,  
Lead Officer (Property Management)



**Fife**  
COUNCIL

For more information, please contact Fife Council's Business Property Team by e-mail: [business.property@fife.gov.uk](mailto:business.property@fife.gov.uk) or by phone: 0345 600 1359



An inspirational ex-coal miner from Kirkcaldy has invented FlushAway, a stool collection system, which it aims will raise the compliance rates of bowel screening programmes around the world.



Brian McCormack of McCormack Innovation

An inspirational ex-coal miner from Kirkcaldy has created a revolutionary new product to address the low return rates of bowel or colorectal cancer screening programmes around the world.

FlushAway, a disposable stool collection device will reduce the risk of cross-contamination and resultant infections, whilst being quicker and more dignified than current collecting methods. Its biggest use is likely to be in hospitals worldwide.

Brian McCormack set-up McCormack Innovation (MI) to bring his FlushAway product to market, and in a short period of time it has achieved international recognition.

Manufacturing of FlushAway has begun with sourced material from Ohio; its first batch of products are likely to be delivered to Professor Hans Fischer of Lund University, Sweden and Director of Gut Feeling, who is running various bowel screening programmes in Scandic countries. MI has also met with Scottish Health Technologies Group, which looks at technologies that are likely to have significant implications to healthcare provision in Scotland. And, the innovation has been recognised in the Scottish Parliament – a raised motion (S5M-07403) has been supported by 17 MSPs – whilst McCormack Innovation also scooped the Best New Business award at the Kingdom FM Local Hero Awards.

Brian McCormack spoke to fbm. He said: "The FlushAway Stool Collector system was developed out of necessity. When I first received my bowel screening test kit in the post, I could immediately see that a proper stool collection method should be part of this.

"I then went about developing what is now a safe and convenient way in which to take stool samples. It's taken a while to get the design right, but I am so happy to see this product drawing attention and look forward to its use for infection prevention and raising the compliance rates of bowel screening programmes worldwide."

In setting up MI, Brian has been given full backing and encouragement from Charles Doeg-Smith at Business Gateway Fife, as well as Scottish Enterprise and Scottish Development International.

It is still relatively early days for the business, but there is a genuine worldwide interest in FlushAway. A recognised medical supplier from South Africa has approached MI, whilst it also picked up two notes of interest from companies while at Medtec, a prestigious medical conference in Ireland. MI will also attend the Arab Health Conference as well as MEDICA, a world forum for medicine, in Dusseldorf. Both of these opportunities have been organised by Scottish Development International and whilst at these conferences, Brian will meet with senior trade and investment representatives in these countries to discuss further opportunities for FlushAway.

Another of MI's inventions – a soluble bandage for sensitive or damaged skin, which can be easily removed, is also making inroads into the healthcare sector. Through Interface, which connects the businesses behind new products with the right academic expertise, MI is to meet with six medical academics from a leading Scottish life sciences university.

Brian concluded: "I'm firmly focused on evolving the business. I have attracted interest from a major Scottish investor who has a worldwide network in place. I would be extremely keen to work with them to take FlushAway from its home in Kirkcaldy to hospitals, medical practices, clinics and pharmacies around the world, reducing bowel cancer death rates."

For more information, please visit:

[www.mccormackinnovation.co.uk](http://www.mccormackinnovation.co.uk)



**McCormack**  
INNOVATION

Business  
loans of  
up to  
**£100,000**



## NEED HELP FILLING THE FUNDING GAP?

### Who we are

- Business Loans Scotland provides loan finance up to £100,000 to new and growing SMEs with growth potential
- Business Loans Scotland is a consortium of Scotland's 32 local authorities
- In Fife, Business Loans Scotland is managed by Fife Council Economic Development and delivered by Business Gateway Fife

### How can the funds be used?

Loans may be used for:

- Working capital
- Purchase of plant and equipment
- Purchase of business property

### What to do next

Register online at [www.bls.scot](http://www.bls.scot) using the 'Apply Now' form.



EUROPE & SCOTLAND  
European Regional Development Fund  
Investing in a Smart, Sustainable and Inclusive Future

**Business Loans Scotland**





Fife Council Economic Development is hosting a series of learning journeys to key UK exhibitions in early 2018, and is calling on local businesses to get involved.

### Learning Journeys for Fife Businesses

In February, Fife Council Economic Development is hosting the first of two learning journeys to UK exhibitions and events.

Offering businesses the opportunity to meet major brands and retailers to find new suppliers, Fife Council Economic Development will take local businesses to Packaging Innovations 2018, the UK's largest annual event for the whole packaging supply chain. The event runs from 28 February to 1 March, and is very much a fact finding mission, with a view to potentially participating in 2019.

Similarly, a learning journey is being arranged for Multimodal, an important event for businesses that use freight services in the UK and beyond.

Having attracted almost 10,000 attendees last year, a number of Fife businesses are already lined up to attend the exhibition, which runs from 1-3 May 2018. There will be opportunities to test and compare freight and logistics solutions as well as source new ideas and best practices from a programme of events and seminars.

Pamela Stevenson, Lead Officer for Enterprise and Business Development, Fife Council, said:

“We know that industry exhibitions pose an opportunity to meet and network with peers, and we've successful experience of this. We're keen to add Packaging Innovations and Multimodal to our programme of events to attend, in a bid to encourage more businesses to consider their supply chain and potential future collaborations.”

Packaging Innovations takes place at the NEC Birmingham between **28 February** and **1 March**, whilst Multimodal visits the same venue between **1-3 May**.

To be part of Fife Council Economic Development's learning journeys, please email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk).



### Facilitating Procurement Opportunities



SDP's Meet the Buyer event took place at Hampden Park in September

The Supplier Development Programme's annual Meet the Buyer event returned to Glasgow, bringing together buyers and suppliers from across the Scottish public sector.

The Supplier Development Programme partnered with The Scottish Government, Scotland Excel and Business Gateway for the event. Over 80 exhibitors from the public sector, private contractors and business support providers, along with over 1,200 delegates attended on the day.

Over 50 representatives from local businesses attended the largest free procurement event in Scotland, including Sign Plus, which raised its profile as a business, and secured a number of new opportunities.

Rick Bruce, External Sales Manager, Sign Plus, said: "This is the best event of its kind that I've been to. I spent four hours at the annual Meet the Buyer event and in that time, I met with a host of companies, mainly from the construction sector, that we've been emailing back and forth for some time. To be able to meet with them in person has made such a difference. We have ten strong leads, including three appointments and two PQOs to be completed. Whilst it may take a couple of years for some of these contracts to be available to tender for, we're extremely upbeat about the opportunities presented as a result of this event."

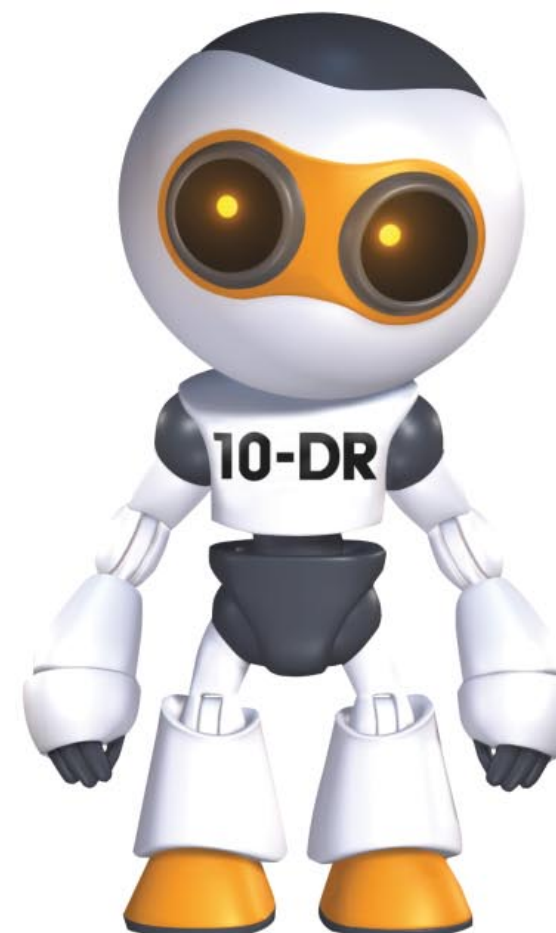


# We're here to help . . .

**Supplier Development Programme**

Helping You **Bid Better**

As a registered partner of the Supplier Development Programme, Fife Council's Economic Development team are committed to providing support to the local business community in the tendering process, ultimately supporting the economic growth for the area.



Supplier Development Programme offers **FREE** specialist training, support and information on the tender process helping you win work and grow your business through procurement.

For more information, visit:  
[www.sdpscotland.co.uk/fife](http://www.sdpscotland.co.uk/fife)  
or email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

The Supplier Development Programme is a partnership of local authorities and the Third Sector working together to deliver a business support initiative.



Fife has always been full of hidden treasures, and each visit to the region seems to uncover new and delightful food and drink experiences. If you're a food lover then a visit to Fife is a must!

## A SLICE OF FIFE'S FOODIE HEAVEN

**F**ife has firmly made its mark on the food scene and is famed for its mouth-watering natural larder, award-winning chefs, restaurants and innovative businesses.

### The spiritual birthplace of Whisky

The latest jewel in the crown is the magnificent Lindores Abbey Distillery and Visitor Centre, near Newburgh. For any whisky lover, the visit to Lindores will be a pilgrimage as the site is recognised as the spiritual home of Scotch whisky, where the earliest written reference of whisky distillation was recorded in 1494.

The Fife drinks scene has taken off in recent years and there are now several craft breweries including The Canmore in Dunfermline, St Andrews Brewing Company and Eden Mill, which produces whisky and gin, as well as offering its Blendworks Experience, offering gin fans the chance to craft their own spirit.

The surge in popularity of gin has also seen an explosion in the production, with the latest gin visitor experience in Fife to be found at Kingsbarns. Alongside the whisky distillery, you'll find the charming Darnley's gin 'cottage' in the grounds which offers daily tours.

### Award-winning chefs

#### Billy Boyter, The Cellar

The Cellar is a Michelin star restaurant in the heart of the East Neuk. Reopened in 2014 by Billy Boyter, his ethos is simple – to source and promote the best local and Scottish produce throughout the seasons.

The Peat Inn, near Cupar is Fife's other Michelin star restaurant and run by Geoffrey Smeddle, award-winning chef and food columnist for the Sunday Herald.

#### Jamie Scott, The Newport

Masterchef The Professionals 2014 Winner Jamie Scott opened his first restaurant The Newport in March 2016, in Newport-on-Tay. The restaurant has the most stunning views across The Tay and Jamie describes his cuisine as 'modern with a Scottish twist'.

### Amazing food experiences

With so many quality restaurants, cafes and farm shops to choose from, the only problem in Fife is deciding where to eat!

If you love a foodie event, don't miss the Bowhouse Food Weekends, which take place

throughout the year, showing the very best of local Fife produce. Guests also have the opportunity to meet with friendly producers and growers.

For an al fresco dining experience, check out The Cheesy Toast Shack at Kingsbarns beach, the Crepe Shack at Tentsmuir or the Lobster Hut in picture postcard Crail Harbour. Another amazing seafood experience is the East Pier Smokehouse in St Monans, or for an organic experience, try Pillars of Hercules in Falkland.

Another date for the diary is the two-day Crail Food Festival, which brings together 50 local foodies with a special tasting theatre and food market.

The Fife Tourism Partnership is also organising a Food Bloggers Conference in 2018, inviting bloggers from across the UK to spend time in Fife, experiencing many of Fife's food producers, chefs and restaurants and cafes. If you would like your business involved in this initiative email:

**karena.christie@fife.gov.uk.**

For more foodie inspiration and places to visit, check out **welcometoFife.com**.



Above: Crail Food Festival

Photo: Paul Watt

Below: Billy Boyter, The Cellar



FIFE TOURISM PARTNERSHIP AIMS TO ATTRACT MORE VISITORS TO FIFE, TO INCREASE SPEND AND TO EXCEED VISITOR EXPECTATIONS BY WORKING CLOSELY WITH TOURISM BUSINESSES AND COMMUNITIES. THE PARTNERSHIP CONSISTS OF 17 MEMBERS FROM THE PUBLIC AND PRIVATE SECTORS AND ITS EXECUTIVE BOARD IS SUPPORTED BY SIX LOCAL AREA TOURIST ASSOCIATIONS, WHICH WILL HELP TO DEVELOP LOCAL TOURISM INITIATIVES AND FEED INTO THE FIFE TOURISM STRATEGY.

Email: [info@fifetourismpartnership.org](mailto:info@fifetourismpartnership.org) or call: 03451 55 55 55 (ext 445838) or visit: [www.fifetourismpartnership.org](http://www.fifetourismpartnership.org)

The Fife Licensed Trade Association celebrated its second anniversary earlier this year. It's achieved initial triumphs for its members, but it's not resting on its laurels - it's keen to develop its offering and help more members.

## SUPPORTING MEMBERS' NEEDS

**T**wo years after setting up as an independent association, the Fife Licensed Trade Association (FLTA) has brought considerable benefits to its members.

Keen to build its membership further, the FLTA is evolving offering greater added value to member businesses. It played an important role in representing its members with the business rates appeals, saving its members in excess of half a million pounds.

Scott Wilkinson, Proprietor of the Aberdour Hotel, was first referred to the FLTA in 2009, as a result of changes to licensing laws. Having had a positive experience then, he re-engaged with FLTA about six months ago in relation to the introduction of Business Rates.

Scott Wilkinson said:

“The FLTA has been instrumental in saving me a considerable sum of money - approximately £6,000 - having helped me to claim Transitional Relief, which applied on the property.”

The FLTA's monthly newsletter – The Nip – has also developed, and includes professional advice on a range of issues, offers and promotions as well as guidance and updates on sector relevant information. Condis, Thorntons, UKiDirect and Lindores Distillery have signed up as Corporate Sponsors and offer members advice on topics including immigration law, employment contracts and capital allowances.

FLTA also opened up its membership to suppliers of goods and services to the hospitality sector and one of the indirect benefits that it hopes will grow is that of business-to-business opportunities. Premier

Purchasing Group (PPG) epitomises this and its Corporate Membership has been of a material benefit as a consequence.

In a short space of time, PPG, which was set up 15 years ago with financial support from Business Gateway Fife, has saved FLTA members money, by undertaking free cost comparisons across a range of services including utilities, waste, merchant services and supplies. A local hotel saved approximately £1,200 a year on merchant services, whilst another business has saved on waste, having reduced its glass recycling bins from three units down to one mixed glass bin.

Going forward, FLTA is working with Fife Council Economic Development through Business Gateway Fife to offer its members access to a range of training courses.

Tom Johnston, Secretary of the Fife Licensed Trade Association, said:

“Whilst still relatively early days, the FLTA is developing into an effective, important and reliable advisory body for local licensee members in Fife, and for corporate members whose businesses work closely with the licensed trade. We work hard to advise our members on matters affecting their businesses, to benefit and save them money where we can, whilst protecting their interests and encouraging the sector in Fife.”

For more information, please visit: [www.fifelta.org](http://www.fifelta.org) or call FLTA Board Member, Colin Boyle on: **07900 244223**.





Making Tax Digital is a key part of the government's plans to make it easier for individuals and businesses to get their tax right and keep on top of their affairs. In this article, Elaine Cromwell, an accounting software specialist and Partner at Fife-based accountants, Thomson Cooper tells us what this means for businesses.

Right: Elaine Cromwell is an accounting software specialist and Partner at Fife-based accountants, Thomson Cooper



## MAKING TAX DIGITAL – THE ROAD AHEAD

**B**ack in July, when many of us were enjoying the height of our Scottish summer (I think it got to about 20 degrees that day – I remember because I removed my cardigan briefly) HM Treasury and HM Revenue & Customs (HMRC) published its second Finance Bill of 2017, which included changes to the proposed Making Tax Digital initiative.

Taking on board feedback from the business community and finance professionals, the government announced amendments to the original road-map which had initially envisaged all but the smallest businesses reporting income and expenses on a quarterly basis to HMRC from April 2018.

Introducing a new digital tax system is still the right direction to move in says HMRC, but for the time being Making Tax Digital will mean:

- Only VAT registered businesses will need to keep digital records and only for VAT purposes.
- They will only need to do so from April 2019.
- Businesses will not be asked to keep digital records or update HMRC quarterly for other taxes until April 2020 at the earliest.

### So what does this mean?

If you are VAT registered then you need to move to digital record keeping (i.e. use software to record your accounting transactions) in time for April 2019. This will be optional, although I suggest desirable, for non-VAT registered businesses.

If your business is not already using software (and by that I don't mean Excel – it won't count unless it can integrate with HMRC's systems) then you want to start thinking about solutions soon. The good news is that there are many good, reliable and affordable options available. You'll need time to evaluate the best solution for your business – desktop, installed software or cloud for example, and the space to plan your transition onto a new platform.

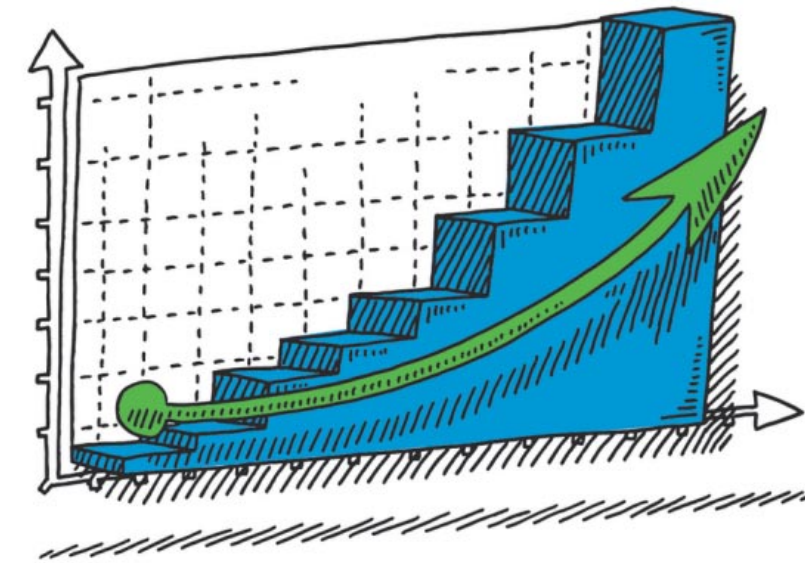
It need not (and should not) be just about becoming compliant for Making Tax Digital. It's a



good opportunity to review your business processes and look at making the most of new features and technologies, which can help you work faster and smarter. Many businesses are already seeing the benefits of moving onto feature-rich, online accounting solutions which integrate with a whole eco-system of other apps allowing business owners to streamline the entire business, not just the accounting function.

Although April 2019 might seem a fair distance off yet, we all know how quickly deadlines can appear, looming like great juggernauts on our horizon. My advice is to act soon and make your plan so you can avoid any pitfalls or potholes on the road to Making Tax Digital.

For more information or advice on Making Tax Digital, please get in touch with Elaine Cromwell: [ecromwell@thomsoncooper.com](mailto:ecromwell@thomsoncooper.com); 01383628800 or visit: [www.thomsoncooper.com](http://www.thomsoncooper.com)



## HOW BUSINESS GATEWAY CAN HELP you develop your business

**Business Gateway may be known for start-ups but you'd be surprised at what we can offer growing businesses:**

Would you like a second opinion on your business plan from one of our experienced, impartial Business Advisers; access specialist business support on a wide range of issues; draw on the wealth of market data from our Information Service or be signposted towards sources of funding and key contacts for onward referral and business development?

Business Gateway Fife is here to help.

**“ Business Gateway's support rapidly increased our online platform. ”**

David Moir, My Golf Ranking

### We can help with

- Routes to Finance
- Identifying opportunities
- Auditing IT systems
- HR issues

BUSINESS GATEWAY FIFE, DELIVERING ON BEHALF OF FIFE COUNCIL ECONOMIC DEVELOPMENT, PROVIDES A RANGE OF SERVICES TO NEW AND ESTABLISHED BUSINESSES IN FIFE.

Visit [bgateway.com/fife](http://bgateway.com/fife) or call 01592 858 333



EUROPE & SCOTLAND  
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Family owned Silberline employs 150 people in Leven, manufacturing aluminium effect pigments for both solvent and water based applications. It has invested significantly in recent years to develop its facilities, streamline its processes and enhance the skills of its staff. fbm caught up with its Operations Leader, Jonny Graham to find out more.

Jonny Graham, Operations Leader at Silberline



**S**ilberline is a global supplier of high performance effect pigments for the automotive, plastics and inks industries. Employing 150 people in Leven, its Fife plant was established in 1974 to service the European Market.

The business has always done well in Europe and the market remains stable. It has seen an increase in sales due to the favourable exchange rate, as it exports the majority of its products.

Silberline has invested significantly in its Leven plant in recent years, developing its team and also the site's infrastructure. Its biggest spend was on the creation of two new tank farms and upgrading its process equipment and ventilation systems to meet the demands of a modern manufacturing site.

Jonny Graham, Operations Leader at Silberline, joined the business in 2011 to support the business' ambitious improvement strategy. He said:

"People are our biggest asset and through the support of Scottish Enterprise we enrolled the expertise of an external provider to undertake a sitewide employee survey. One of the outcomes from the survey was to further enhance the skills of 19 of our managers through a Management Leadership Programme.

"With the help of Scottish Enterprise we have instigated SilberLean which incorporates both Lean and six sigma principles to eliminate waste from our systems."



The business has re-energised its Commercial and Marketing team with the addition of two newly created positions. It has also recently set up a local Research & Development Team to work on supplying the products of the future for our customers and building in sustainability from the outset. Design of Experiment training is also in the process of being organised as is a 5S project with Scottish Manufacturing Advisory Service (SMAS).

Alongside this investment, Silberline Fife has diversified into four main markets – industrial coatings (35 per cent); automotive (23 per cent); graphic art and printing inks (29 per cent) and plastics (11 per cent) – and has, in recent years, appointed new distributors in France, Italy and Spain, as it intends to grow sales.

Silberline is also playing its part in developing the region's young people. It recently celebrated the completion of three Modern Apprenticeships in Mechanical Engineering, Electrical and IT/Telecommunications and plans in 2018 to employ two more apprentices in its Engineering department.

Jonny added:

"We have a significant emphasis on the community, which is one of our core values, and through initiatives such as the Career Ready Programme and our involvement with local primary schools we aim to help prepare students for the world of work. Annually we award the Company's Ernest Scheller III Memorial Scholarship to a student who has not only achieved academic success, but who has also shown a commitment to their local community."

Long term, Silberline Fife aims for continuous improvement, maximising its production systems so it can continue to grow the business, reduce its environmental impact and create more employment opportunities in the local area.

[www.silberline.com](http://www.silberline.com)

Fife's new businesses, which graduated through The Prince's Trust Enterprise Programme were given a fantastic opportunity to set up shop in the Kingsgate Shopping Centre for two weeks before Christmas.

Provost of Fife, Jim Leishman officially opened The Prince's Trust's pop-up shop in Dunfermline's Kingsgate. Pictured with Amy Leslie, a new business graduate through The Prince's Trust Enterprise Programme.

## THE PRINCE'S TRUST POPS UP IN DUNFERMLINE'S KINGSGATE

**N**ew businesses in Fife, set up with help from The Prince's Trust, successfully operated from a unit in Kingsgate for two weeks in the run up to Christmas.

Marissa Yassen, Senior Enterprise Executive at The Prince's Trust received the keys back in October, ready for the opening on Tuesday 21 November. She commented:



"This was an excellent opportunity for Fife's young entrepreneurs to showcase their products and services to Christmas shoppers at the Kingsgate. I'd like to thank the Kingsgate management team for giving our young people this amazing platform, especially at this time of year."

Marissa added:

"We had tremendous support from the people of Dunfermline and beyond and hope that this experience will be a stepping stone to bigger things for these entrepreneurs, as well as inspiring the next generation of young people into business."

Fife's Provost Jim Leishman officially opened the unit. Speaking at the time, he said:

"It is so inspiring to see these young people achieve their goals through perseverance, dedication and hard work. I hope that these businesses continue to develop and one day will have their own unit in a fine location like the Kingsgate."

For more information visit:

[www.businessgatewayfife.com/finance/princes-trust-youth-business-scotland](http://www.businessgatewayfife.com/finance/princes-trust-youth-business-scotland)

## SETTING UP HOME AT ENTERPRISE HUB FIFE

**B**usiness partners Bradley McLaughlin and Stuart Coull first met whilst studying at Abertay University. After going their separate ways into the graphic design industry, they later met up and came up with the idea of going into business, bringing their print and digital design knowledge and experiences together to form Redefine Design Agency in 2016.

Specialising in branding and illustration, Redefine Design Agency approached The Prince's Trust Enterprise Programme for start-up support. Stuart said:

"We approached The Prince's Trust and received a small grant to help set up the business at the Enterprise Hub Fife. Our business adviser, Marissa Yassen, offered us advice on how to get started and manage the business' progress correctly. We also attended a four-day workshop at RBS Gogarburn, which helped us understand how to be more business minded, and we are continuing to attend Business Gateway Fife courses to further our knowledge and improve our business tactics."

The business has started off strongly having secured a variety of clients ranging from a body



Example of Redefine Design Agency's work

positive fashion company to an author to a hair salon. It is currently rebranding a kitchen and bathroom company based in Glasgow.

Bradley said:

"We're focused on developing unique and creative designs throughout businesses in Scotland, whilst we work towards our longer term goal of expanding our team in multiple locations across Scotland."

[www.redefine.design](http://www.redefine.design)



THE PRINCE'S TRUST ENTERPRISE PROGRAMME WORKS CLOSELY WITH BUSINESS GATEWAY FIFE TO SUPPORT YOUNG PEOPLE AGED 18-30 TO START-UP AND GROW IN BUSINESS. IT PROVIDES ESSENTIAL FUNDING AND PROFESSIONAL MENTORING SUPPORT INCLUDING HELP TO WRITE BUSINESS PLANS, INTRODUCTORY FINANCE TRAINING AS WELL AS OFFERING LOANS OF UP TO £5,000 AND GRANTS OF UP TO £1,000.

Visit: [www.princes-trust.org.uk](http://www.princes-trust.org.uk) or email: [marissa.yassen@princes-trust.org.uk](mailto:marissa.yassen@princes-trust.org.uk)



## SUCCESS FOR FIFE BUSINESSWOMEN

Members of Fife Women in Business (FWB) were amongst the finalists and winners at the Association of Scottish Businesswomen's 2017 National Business Awards.

Lorraine Brown from Lighthouse Financial Advice was a finalist for the Recognition of Outstanding Contribution award, Karen Elwis owner of The Learning Cauldron was a finalist in the Most Innovative Start Up category, Fife Women In Business was a finalist in the Best Affiliated Group of the Year category and Jane Banks owner of LaserFlair in Upper Largo won Most Enterprising Business of the Year.

[www.fifewomeninbusiness.com](http://www.fifewomeninbusiness.com)



Caroline Trotter (FWB), Jane Banks, Lorraine Brown and Karen Elwis celebrating at the Association of Scottish Businesswomen's 2017 National Business Awards

## EQ WINS INNOVATION AWARD

Scottish accountancy firm, EQ Chartered Accountants, has won a prestigious, national award for its commitment to continuous improvement and innovation.

The firm, which has offices in Cupar and Glenrothes, was hailed the 'Most Innovative Large Firm' at the 2020 Annual Innovation Awards.

David Cameron, Managing Partner, EQ commented:

"At EQ, we believe in constant improvement, both to the service we provide to clients and the investment in our staff. It's fantastic to be recognised for this on a national level in the presence of our peers."

"This award belongs to each and every member of our team and is a credit to their hard work, commitment and collaborative approach."



The award was presented to EQ Managers Rachel Bell, Scott Greig, Sarah Millar and Michael Stephenson

To submit your company news to fbmm, please email: [editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

## HAVELOCK TO FIT-OUT ABERDEEN'S NEW HILTON HOTEL

Havelock Europa has been awarded a prestigious fit-out contract for the Hilton Resort and Spa currently being built by Robertson Construction Group as part of the new Aberdeen Exhibition and Conference Centre facility.

Havelock will fit out all areas of the hotel, including

front-of-house, back-of-house, 200 guest bedrooms and suites complete with high-end veneers and finishes for a superior four-star look and feel. It will also supply all furniture, with Havelock manufacturing all case goods in Kirkcaldy.

[www.havelockeuropa.com](http://www.havelockeuropa.com)

## NEW BUSINESS WIN FOR COOPER SOFTWARE

World leading surgical blade and scalpel manufacturer, Swann-Morton, has chosen to implement Cooper Software's ACQUIRE™ data capture solution to streamline its 'Goods In' process, leading to improved business operations and

increased efficiency.

Developed in-house by Cooper Software, ACQUIRE™ will help Swann-Morton to embrace and incorporate the latest technology, enabling the smooth running of its data capture processes.

[www.coopersoftware.co.uk](http://www.coopersoftware.co.uk)

## AMBITIOUS GLENROTHES TOWN CENTRE REDEVELOPMENT UNDERWAY

A major new town centre retail development representing a total investment of approximately £1 million is underway in Glenrothes town centre.

The redevelopment will transform and regenerate a site on North Street and is set to create over 150 new local jobs.

Councillor Altany Craik, Convener - Economy, Tourism, Strategic Planning & Transportation Committee, said:

"This is the largest town centre investment in Fife in over 20 years, and excellent news for local people, communities and businesses."



Councillors Altany Craik and Fiona Grant with (Left to Right): Keith Davidson (CEO, Easy Living Developments); Ronnie Hair (Property Investment Manager, Fife Council); Nigel Carson (Finance Director, Atmore Group); Charles Shepherd (Managing Director, Atmore Group) and Scott McKechnie (Technical Director, Easy Living Developments)

## COURIER BUSINESS AWARDS WINNERS

More than 700 people celebrated the brightest and best business talent at the fifth annual Courier Business Awards ceremony.

A number of Fife companies were recognised at the glittering award ceremony. Ingenico, which employs more than 500 staff at its northern European headquarters in Fife, was named the overall business of the year, whilst The Adamson Restaurant and Bar in St Andrews scooped the family business Fife award. The apprentice of the year was named as Cameron Hardy of Babcock International, while Homelands Trust won the young business of the year award.

## SAVE THE DATE: FIFE BUSINESS AWARDS RETURN

The Fife Business Awards take place on Friday 23rd March 2018 at The Glen Pavilion in Dunfermline. Grant Stott and Edward Reid will be reprising their MC and entertainment roles as the awards put a spotlight on Fife's amazing businesses.

A record number of entries have been received, which reflects the fantastic accomplishments of local businesses across a range of sectors.

The finalists will be announced imminently. To find out more, please visit: [www.fifechamber.co.uk/fife-business-awards](http://www.fifechamber.co.uk/fife-business-awards).

## HORISK WINS HISTORIC ENVIRONMENT SCOTLAND COMMISSION

Historic Environment Scotland has appointed Horisk to develop the digital resources for Scotland's Rock Art Project (ScRAP) – an innovative project to record and research prehistoric rock carvings, and bring them to the attention of a modern-day audience.

The resources include a website, database and data collection tools to support teams of volunteers who will be gathering records of over 2,400 prehistoric rock carvings throughout Scotland. After validation and analysis, the data gathered will ultimately become part of Scotland's National Record of the Historic Environment.

Horisk has also taken on a senior team member to complete its existing team.

[www.horisk.com](http://www.horisk.com)



Brian Horisk of Horisk Ltd



## Don't limit your challenges, challenge your limits

Take on a challenge event for Age Scotland and become a fundraising hero in your community, workplace or circle of friends.

From adrenaline rushing abseils to fun runs. Challenging treks to exhilarating sky dives. The choice is yours!

### Now is the time to act!

Everyone has a stake in ensuring later lives are meaningful and rewarding, because it's the future we all face. By supporting Age Scotland you can not only aspire to this, but can contribute to achieving it.

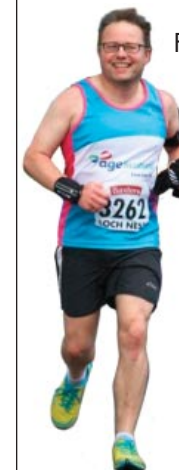
Discover your inner strengths and register for the challenge today!

Contact Stacey Kitzinger on [stacey.kitzinger@agescotland.org.uk](mailto:stacey.kitzinger@agescotland.org.uk)

or **0333 323 2400** for a challenge pack today.

Thank You!

Scottish Charity Number SC010100





JBJ Building Contractors Ltd is flourishing, working on a variety of projects across the UK.



Fife Sustainable Business Week took place in October, attracting SMEs keen to reduce their energy, waste and water costs to unlock extra profit from their business.



Norrie Scott NJS Lighting Solutions presenting during Fife Sustainable Business Week

## JBJ BUILDING CONTRACTORS BUILDS ITS FUTURE

**J**BJ Building Contractors Ltd is an independent building contractor operating throughout the country. Owned and managed by James Bell, a fully skilled joiner and project manager, it oversees contracts and projects of all sizes and supplies all trades required from start to finish, ensuring the highest standard of professionalism and finished product.



The business started trading in 2007 as Jim Bell Joinery, initially starting out in private work and expanding into contract work and manufacturing.

Based in Leven, JBJ Contractors is a tenant of Fife Council. Its success to date saw it awarded with a PSYBT Regional Business Award (now The Prince's Trust), which is testament to its dedication to exceed the expectations of its customers.

Jim Bell said:

"As a skilled main contractor we provide end to end project management and will organise all materials and tradesmen, allowing our clients a single point of contact throughout the contract.

"As a private contractor we provide a skilled workforce to undertake a wide variety of projects including extensions, conversions, renovations, restorations and new build projects."

As a verified sub-contractor, JBJ Building Contractors also fulfills contracts for various organisations including: Fife Council; Historic Scotland; Trac Engineering; Havelock Europa; British Thornton and Novus Property Solutions, which includes maintaining Premier Inn Hotels, Costa Coffee Shops and TGI Friday Restaurants.

[www.jbjlimited.co.uk](http://www.jbjlimited.co.uk)

## FIFE SUSTAINABLE BUSINESS WEEK

**F**ife Council has been working with Resource Efficient Scotland to deliver a 'Sustainable Business' campaign to provide support to SMEs across the region to reduce their energy, waste and water costs.

The campaign, which launched in August with events taking place across Fife in early October, was designed to reduce the 733,000 tonnes of CO2 emitted by the region's 9,760 businesses.

The Fife Sustainable Business Week provided over 50 local SMEs with free training and the

opportunity to join workshops to learn practical tips on how to tackle the rising costs of energy, water and waste to help boost profits.

Attending businesses also learnt about funding sources available to implement resource efficiency projects, including guidance on how to apply for the interest-free SME loan from the Scottish Government.

Barbara Whiting, Lead Officer for Renewables, Fife Council, said:

"Cutting energy, water and waste costs can boost a business' bottom line. The events of Sustainable Business Week were designed to help Fife businesses discover how easy it can be to reduce expenditure and grow profits. Even small changes can make a big difference and we were delighted by the turnout and participation of so many local businesses."

[www.resourceefficientscotland.com](http://www.resourceefficientscotland.com)



FOR BUSINESSES INTERESTED IN FINDING OUT MORE ABOUT IMPROVING ENERGY AND RESOURCE EFFICIENCY THROUGH GREEN BUSINESS FIFE AND IN PARTNERSHIP WITH THE GREEN NETWORK FOR BUSINESSES, PLEASE EMAIL: [info@greenbusinessfife.co.uk](mailto:info@greenbusinessfife.co.uk)

## PROCLAD EMBARKS ON LEAN PROJECT

The Proclad (UK) Group is in the early stages of its LEAN journey with the Scottish Manufacturing Advisory Service (SMAS).

### SMAS Scottish Manufacturing Advisory Service

THE SCOTTISH MANUFACTURING ADVISORY SERVICES' (SMAS) BUSINESS IMPROVEMENT ACADEMY IS DESIGNED TO SUPPORT AMBITIOUS AND GROWING BUSINESSES THAT RECOGNISE THE NEED TO ENGAGE WITH THE CONCEPT OF SUSTAINABLE CONTINUOUS IMPROVEMENT BY COMBINING BUSINESS IMPROVEMENT TOOLS WITH CULTURAL AND BEHAVIOURAL CHANGE.

For more information, contact Joanne Blanus by email: [joanne.blanus@scotent.co.uk](mailto:joanne.blanus@scotent.co.uk)

**T**he Proclad (UK) Group, a leading supplier of integrated solutions to the global oil, gas and energy markets, has embarked on a LEAN journey with the Scottish Manufacturing Advisory Service (SMAS).

Paul McKay, Quality Assurance/Quality Control Manager at The Proclad (UK) Group, which offers unique turnkey engineering solutions, said:

"We had previously undertaken a small project with SMAS and found them to be extremely knowledgeable and passionate about what they do. When the opportunity was available to undertake a larger project we couldn't turn down the opportunity to work with them again to identify ways of working smarter and reducing waste."

Paul added:

"A large proportion of our business is supplying into the oil and gas industry. Due to the downturn in the industry and the constant drive from our clients for cost savings, we have had to look at working smarter and reducing waste."

The Proclad (UK) Group has completed the first phase of its LEAN journey. To date, all 188 of its employees have taken part in a one-day introduction to LEAN ensuring they understand the basics and are able to identify waste within the manufacturing process.

Paul concluded:

"The response from our team has been excellent - the LEAN introduction sessions have been eye opening to many of the participants."

[www.procladgroup.com](http://www.procladgroup.com)





## IS YOUR BUSINESS READY?

Disruptions of any kind can impact on a business. In this article, we hear from Fife Council's Emergency Resilience Team.

**E**ven relatively small disruptions can have serious consequences for businesses of all sizes. What if...you couldn't get into your premises because of flooding or a fire; key members of your team were ill or unable to get to work; a major supplier went out of business or important pieces of equipment failed; you had an IT systems failure; or your business or your staff were caught up in a terrorist attack at home or abroad?

All of these examples could bring significant disruptions to a business. Would you still be able to provide goods and services to your clients?

There are a number of straightforward practical steps a business can take to lessen the impact of such disruptions on your business and speed up your return to normality.

### SIMPLE STEPS

- 1 Identify what your business is about and what the priorities are;
- 2 Identify what you need to continue your core business e.g. staff, premises, IT, suppliers, information;
- 3 Identify what could be done to reduce the likelihood and impact of your business being disrupted;
- 4 Identify those who would be involved in dealing with the disruption to make sure the impact of your business is kept to a minimum.

We'll have more details in the next issue of fbm. In the meantime, contact **Fife Council's Emergency Resilience Team** on: 01592 583544 or email: [emergency.planning@fife.gov.uk](mailto:emergency.planning@fife.gov.uk).



## LEADING THE FIGHT AGAINST LITTER

Fife Council is working with Zero Waste Scotland to combat litter prevention by urging organisations and businesses to prevent litter spoiling the region.

**B**usinesses across Fife are invited to take part in a new initiative from Zero Waste Scotland to tackle litter at the source and reduce its impact on the community.

The initiative supports organisations and businesses to change behaviours and attitudes towards litter and fly tipping among their staff, customers, service users and volunteers. It provides a unique opportunity for organisations across the public, private and third sectors to demonstrate a positive influence in Fife.

Initiative participants will pledge a set of actions to help prevent litter and flytipping and to change behaviours. These could be as simple as putting posters up to discourage littering, storing waste correctly and making sure any external areas are cleared of litter. They will receive free support from Zero Waste Scotland to deliver their plans and are encouraged to share their success with organisations across Fife.

15,000 tonnes of litter are discarded in Scotland each year. Local economies and businesses also suffer from the effects of litter. A business' reputation can be damaged when its products or packaging are the cause of littering, and littered streets reduce the popularity of local tourist spots.

Organisations in Fife are encouraged to find out more and sign up to the initiative at: [www.zerowastescotland.org.uk/litter-flytipping/prevention-action-plans](http://www.zerowastescotland.org.uk/litter-flytipping/prevention-action-plans) or email: [litterandflytipping@zerowastescotland.org.uk](mailto:litterandflytipping@zerowastescotland.org.uk).



## SPECIALIST ADVICE FOR WOMEN IN BUSINESS

**B**usiness Gateway Fife advisers have recently undertaken Business Adviser Gender Balance (BAGB) training and certification to deliver gender-aware support, to include and reflect the specific characteristics, needs and challenges of female entrepreneurs and women-led businesses. Female entrepreneurs are already benefiting from this specialist approach.

Emma Grubb of Translate IP engaged with Women's Enterprise Scotland (WES) and is participating in its Leadership Programme, which consists of four

workshops spread out over twelve months and interspersed with online content and hands on support.

Having set up in business at the Enterprise Hub Fife, Emma has been seizing opportunities available through the extra business support on offer at the Hub through Business Gateway Fife. She has taken full advantage and has not only sought advice, which has helped her to secure funding towards creating her company website, but has also taken the opportunity to attend some fully funded training courses to transform her marketing strategy.

Emma Grubb said:

"As a businesswoman seeking to take my business to the next level, WES's Leadership Programme has enabled me to develop a focused strategy for growth. The workshops have provided a thorough grounding in management skills, and my confidence has soared as a result. As an added bonus, the opportunity to meet with other like-minded female entrepreneurs has provided invaluable networking opportunities."

With a solid base to work from and business advice on her doorstep, Emma is hoping to grow Translate IP and take on staff in the very near future.

[www.translateip.com](http://www.translateip.com)

Women's Enterprise Scotland (WES) has designed a workshop to improve the support given to women starting up and growing their business in Fife.

Main image: Emma Grubb of Translate IP

Right: Business Gateway Fife's Rebecca Wright, Jill Smith, Sarah Howarth and Fraser McKee all completed WES's Business Adviser Gender Balance training and certification





Care workers and students are being trained in moving and handling thanks to a unique partnership between Fife College and Fife Council.

## MOVING AND HANDLING PARTNERSHIP BENEFITS CARE WORKERS AND STUDENTS

In response to a government initiative, which aims to ensure that all care staff are trained to move and handle clients safely, Fife College is rolling out a course to all of its students currently studying care related subjects.

Students complete the Scottish Manual Handling Passport Scheme – a qualification, which gives individuals practical skills to help them in their work to move and handle clients safely and comfortably, which is also safe and easy for the care worker.

The College is also offering the course to care providers and their employees.

Fife Council, which already offers the course to its own Care Workers, has been working in partnership with Fife College over the past year to train College staff to become trainers, sharing with them materials and equipment.

The partnership will help to ensure that the training is of a standard recognised and accepted by all agencies involved and by sharing resources will help to reduce costs.

Diane Ritchie, Curriculum Manager at Fife College, said:

“Moving and Handling plays a big part in the day to day job of the majority of care workers and getting this right is vital within a care setting, not just for the health and well-being of the person requiring care but for the care worker too.”

The Scottish Manual Handling Passport Scheme takes two full days to complete, at the end of which there is a practical test and assessment, which each student is required to complete successfully.

For more information, contact: Lewis Gale, Business Development Manager at Fife College on 0344 2480115 or email [lewisgale@fife.ac.uk](mailto:lewisgale@fife.ac.uk).



L-R: Billy Swan, Corporate Workforce Development Manager at Fife Council; Sheila Boyd, Director at Fife College; Laura Lapadula, Moving and Handling Lead Officer at Fife Council and Ian Wilson, Service Manager at Fife Council

## FIFE SEES BOOST IN SOCIAL ENTERPRISES

Fife records biggest growth in social enterprise growth in Scotland.

The 2017 Social Enterprise Census has revealed that Fife has recorded the biggest growth in social enterprise numbers across Scotland.

The report is the definitive biennial account of social enterprise activity in Scotland, and is produced by Social Value Lab on behalf of the Scottish Government. Figures show that 59 new Social Enterprises started up in Fife over the last two years, the largest increase of any local authority area in Scotland. With almost 250 social enterprises, Fife has the sixth largest number of social enterprises in the country.

Fife Council's Economic Development Team has been working in partnership with BRAG Enterprises, Business Gateway and Fife Voluntary Action to provide comprehensive support to social entrepreneurs and community groups that wish to transition into a social enterprise.

Councillor Altany Craik, Convener – Economy, Tourism, Strategic Planning & Transportation Committee, said:

“Across Scotland, the contribution of social enterprises to the economy is calculated to be worth £2 billion. This shows why social enterprises are so beneficial to our economies as well as our communities. The 2017 census results shows the growing strength of the social enterprise community in Fife and demonstrates how social enterprises are helping to reduce inequality, lift people out of poverty and strengthen communities across Fife.”

Arro Lighting successfully installs a Heofon Light Maze as part of Leeds Light Night 2017; the first such immersive light installation in the UK. Its future is bright!

## ARRO'S INTERNATIONAL COLLABORATION

ARRO Lighting is evolving, having recently installed an industry first in the UK.

The business, which was established with support from Business Gateway Fife in 2014, is behind Heofon Light Maze, an immersive light installation. The triangular geometry maze reflects and shifts light rays along the entire spectrum of the rainbow.

ARRO has successfully installed this light maze as part of the Leeds Light Night 2017, as it seeks to evolve its relationship with the Spanish designer and manufacturer to bring similar lighting installations to the UK.

ARRO's Director and Lead Creative, Aaron Andrews, said:

"I was aware of the 'original' light maze installation that was designed and manufactured for a large event in the Far East. My vision was to introduce the concept to the UK and having built a relationship with LeedsBID, we made the project a reality.

"I'm really embracing the creative energy and have plans to place the installation in other events throughout the UK, as we seek to build on art and cultural lighting projects."

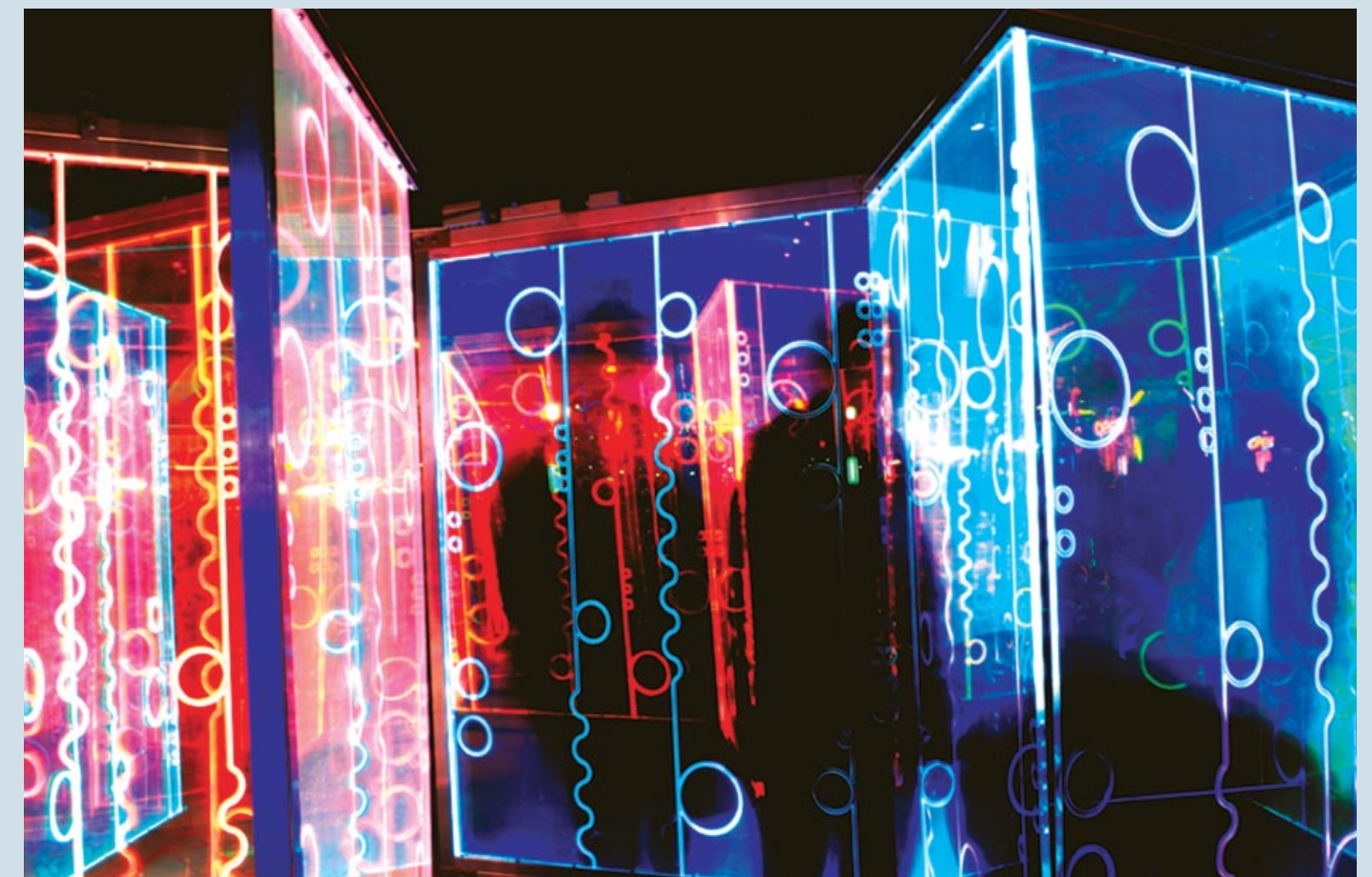
The project was an international collaboration led by ARRO Lighting, the installation was designed by Ben Busche/Brut Deluxe and manufactured by Ilmex

S.A, and is the latest in a string of new business that ARRO has secured.

Aaron added:

“It has taken three years to really start living out our mission and our vision is clearer, as we develop relationships throughout the UK and internationally and expand our offering.”

[www.arrolightingandevents.co.uk](http://www.arrolightingandevents.co.uk)



ARRO Lighting installed a Heofon Light Maze at Leeds Light Night 2017

Photography by Chris Kleinman



Fife's first enterprising 'Finance Week' launched during Fife Business Week, enabling children across the region to learn more about money and finance.

## FINANCE WEEK LAUNCHES

November saw the launch of Fife's first enterprising 'Finance Week' during Fife Business Week, aimed at embedding finance skills as part of the curriculum in education.

Fife Council's Education and Economic Development teams joined forces with some key strategic partners to support schools across Fife to create a progressive pathway of activities to challenge young people aged between three and 18.

Finance Week enabled young people from across Fife to learn more about money and finance, through workshops from Barclays Life Skills, Citizens Advice and Rights Fife, Fife Voluntary Action, Kingdom Credit Union, North East

Fife Credit Union, RBS MoneySense, Scotland's Enterprising Schools and Social Enterprise Academy.

Finance Week and its sustainable pathway aligns to the outcomes of Curriculum for Excellence and Developing the Young Workforce, Scotland's youth employment strategy.

Councillor Altany Craik, Convener – Economy, Tourism, Strategic Planning & Transportation Committee said:

“With almost 20 per cent of young people between the ages of 18 and 25 unable to afford food as a result of debt, this focus on money and finance money is vital to equip the young people of Fife in key skills to support them in learning, life and work.”

Pupils from Balwearie High School pictured with Neil McNeil, Rector Balwearie High School; Audrey Cunningham, Citizens Advice and Rights Forum; and John Hendrie, Kingdom Credit Union



## RAYTHEON QUADCOPTER CONTINUES TO FLY!

Raytheon Quadcopter has flown into its second year in Fife. A project developed by Raytheon UK in partnership with Fife Council Economic Development has been challenging and inspiring second year pupils from five local High Schools to build their own quadcopter.

Auchmuty, Glenrothes, Glenwood, Inverkeithing and Kirkcaldy High Schools took part in the programme, which has seen Raytheon's Science, Technology, Engineering and Mathematics (STEM) Ambassadors bringing their industry expertise to the classroom, to support the young people in learning more about state-of-the-art technology.

The Fife final was held in November and challenged the teams to use their newly-found knowledge to fly their quadcopter through an obstacle course. Fire Flies from Inverkeithing High School was crowned the Fife winner and will go on to represent the region at the UK final in December.

Raytheon Quadcopter is an amazing example of industry collaboration that supports the STEM agenda, as well as the outcomes of Curriculum for Excellence and Developing the Young Workforce.



Fire Flies from Inverkeithing High School won Raytheon's Quadcopter challenge. The team is pictured with Douglas Chapman MP and Lesley Laird MP

culture of enterprise  
making Fife more enterprising

TO FIND OUT MORE ABOUT  
FIFE COUNCIL ECONOMIC  
DEVELOPMENT'S  
CULTURE OF  
ENTERPRISE  
FRAMEWORK



THE CULTURE OF ENTERPRISE FRAMEWORK IS A FIFE COUNCIL ECONOMIC DEVELOPMENT PROGRAMME THAT PROMOTES AND ENCOURAGES ENTERPRISE, EMPLOYABILITY AND SKILLS DEVELOPMENT TO SUPPORT THE YOUNG PEOPLE OF FIFE TO FIND, CREATE AND DEVELOP A FULFILLING CAREER AND A VIBRANT ENTERPRISE CULTURE IN FIFE.

For more information or to support this programme, please contact Sandra Robb, Culture of Enterprise Co-ordinator by email: [sandra.robb@fife.gov.uk](mailto:sandra.robb@fife.gov.uk) or call: 03451 555555 (ext 447130)

# DYW

## FIFE

### Developing the Young Workforce

# THEIR FUTURE IS YOUR BUSINESS

Developing the Young Workforce (DYW) is the Scottish Government's national strategy for enhancing links between businesses and education.

Here in Fife we are linking employers with schools and colleges to open up the world of work to young people, to stimulate and grow our future talent.

## SUPPORTING YOUNG PEOPLE

It is more important than ever for young Fifers to start thinking about their future career at an early age and to access the skills, knowledge, experience needed to be work-ready.

Supporting all young people into positive destinations and getting more young Fifers into work is a top priority for Fife Council. The Council is working closely with Fife College and the business community making sure pupils are well-prepared to meet the current and future needs of local, national and international employers.

Over 3,000 Fife businesses are already helping people become career-ready through Opportunities Fife and wider employability initiatives. Getting involved through DYW gives businesses further opportunities to link with schools and engage, inform and inspire young Fifers.

## HOW TO GET INVOLVED

- Speak to a school / college, about your career, business or industry
- Host an on-site workplace visit for teachers and/or pupils
- Engage in Primary and Secondary Enterprise Programmes
- Attend a careers event, or help deliver an interview skills session
- Become a STEAM (Science, Technology, Engineering, Arts & Maths) Ambassador
- Raise awareness of job vacancies
- Offer a work placement
- Deliver masterclasses or mentoring
- Take on a school-leaver intern or Modern Apprentice
- Engage business in education programmes, design & delivery
- Partner with schools and colleges on the Foundation Apprenticeship programme

## GETTING IN CONTACT

DYW/Employability Coordinator – Ray Fernie ([ray.fernie@fife.gov.uk](mailto:ray.fernie@fife.gov.uk))

[DYW.Fife@fife.gov.uk](mailto:DYW.Fife@fife.gov.uk)

CASE STUDY

ingenico  
GROUP



Challenge for 10 young people from 4 high schools in West Fife were given a brief to introduce cashless transactions to the staff bistro at the Ingenico facility in Dalgety Bay:

- Ingenico recruitment team placed an advert on their website
- Young people who showed an interest were taught how to complete the application process and prepare for interviews
- Young people were selected through competitive selection process
  - online application through the Ingenico website
  - interview
- 1/2 day per week for 10 weeks devising possible solutions to solve the challenge
- Team presented solutions to the Company's Board
- Board members gave very positive feedback to young people about their presentation
- Final solution will be implemented by Ingenico in its factory bistro
- Evaluation of process (Young People)
  - Great experience
  - Learned about employer expectations
  - Relevant learning linked to school curriculum (Software Development, Literacy etc)
  - Learned how to work in a team and collaborate to solve a problem



The Federation of Small Businesses (FSB) has launched a health and wellbeing guide full of ideas to improve mental health and wellbeing. Gordon Henderson, Senior Development Manager of the Federation of Small Businesses tells us more about it.



Owning and running a business can be hugely rewarding. However, it brings with it demands, responsibilities and risks that can bring personal pressures that can impact your health and wellbeing.

With the UK's annual bill for sickness absence now sitting at £29 billion (Health at Work - Economic evidence report for workplace health), and research from FSB showing a doubling of the number of small businesses seeking mental health help in the last five years - FSB recently launched its first ever health and wellbeing guide. It's an excellent piece of work that has a lot to offer business owners, employees and self-employed people across Fife.

Alongside a host of other organisations, such as the mental health charity Mind, FSB has developed 'Wellbeing in Small Business: a short guide', aimed at providing small business owners and the self-employed with a raft of ideas they can adopt to improve mental health and wellbeing.

There's not enough space here to go over the guide's contents in detail, so please get yourself a copy at [www.fsb.org.uk](http://www.fsb.org.uk). The four broad areas covered apply equally to the self-employed and employees of businesses.

First, talking about wellbeing is the most immediate step you can take, whether self-employed or a small business owner.

Second, the way you organise your own job and your staff - there are steps that you can take which might help not only the wellbeing of yourself and

others, but potentially increase your business' productivity.

Third, making changes to your physical environment, for example getting the right light and air can make a huge difference.

Fourth, the importance of staying healthy, and then what to do if you or somebody you employ falls ill, or develops a disability or mental health problem.

The guide goes on to list some key sources of further information and help such as NHS Scotland's Healthy Working Lives service and the Scottish Association for Mental Health (SAMH). There's an impressive choice of help locally in Fife, have a look at [www.moodcafe.co.uk](http://www.moodcafe.co.uk) for instance.

I work from home and often find that I reach mid-afternoon and I've not left the house. I need to organise my job better so that I'm getting out for some form of exercise.

My kids are campaigning for a family dog and my wife is resisting - this new wellbeing guide makes the kids' case stronger!

#FSBwellbeing



## JOIN FSB TODAY

If you are self-employed or run a small business in Fife and would like to know more about the many benefits of FSB membership (such as legal and tax protection, pensions advice, telecoms and free business banking), visit:

[www.fsb.org.uk/join](http://www.fsb.org.uk/join) or call: 0808 168 8196 or email: [gordon.henderson@fsb.org.uk](mailto:gordon.henderson@fsb.org.uk)

**fsb**<sup>83</sup>  
Experts in Business

TO FIND OUT MORE ABOUT  
FEDERATION OF SMALL  
BUSINESSES



AS EXPERTS IN BUSINESS, FEDERATION OF SMALL BUSINESSES (FSB) OFFERS ITS MEMBERS A WIDE RANGE OF VITAL BUSINESS SERVICES INCLUDING ADVICE, FINANCIAL EXPERTISE, SUPPORT AND A POWERFUL VOICE IN GOVERNMENT. ITS MISSION IS TO HELP SMALLER BUSINESSES ACHIEVE THEIR AMBITIONS. ESTABLISHED OVER 40 YEARS AGO TO HELP ITS MEMBERS SUCCEED IN BUSINESS, FSB IS A NON-PROFIT MAKING AND NON-PARTY POLITICAL ORGANISATION THAT'S LED BY ITS MEMBERS, FOR ITS MEMBERS.

For more information visit: [www.fsb.org.uk](http://www.fsb.org.uk) or email: [gordon.henderson@fsb.org.uk](mailto:gordon.henderson@fsb.org.uk)



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We specialise in all forms of print from short run digital to litho - from the simple business card to the full colour company brochure.

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## ① WORLD

YOUR  
BRAND  
IS OUR  
BUSINESS.We create  
brands.We develop  
brands.We make  
brands work.We are a specialist brand strategy and  
design agency dedicated to making a  
real difference to our clients.For a **free brand consultation** contact  
Martin Budd on 07775 593935  
or email [info@1worlddesign.co.uk](mailto:info@1worlddesign.co.uk)Southern Manufacturing 2018  
6 – 8 February

FIFE, Farnborough, Hampshire

Southern Manufacturing is the largest regional manufacturing technology, electronics and subcontracting exhibition with thousands of engineering and electronics solutions under one roof. The three-day event attracts around 800 exhibitors and thousands of visitors each year.

This event is free to attend. For those businesses wishing to exhibit, Fife Council Economic Development is offering support.

For more information, please email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk).Get Real Results  
From Your Website10 January  
9.30am – 12.30pm  
Saltire House, Glenrothes

This workshop will explain what makes a good website, enable criticism of your current website and help to set measurable and achievable goals for your site. It will also assist in preparing a detailed plan for a new or revised site, whilst preparing you to work with suppliers to create an effective website to suit your business needs.

To book a place, call: **01592 858333**  
or email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk)Cloud for Business  
Essentials27 February  
9.30am – 12.30pm  
Enterprise Hub Fife, Glenrothes

At the end of this workshop you'll have up-to-date information and tools to help you make strategic back-office decisions.

Real-world examples will help you understand different cloud-based platforms, their functions and their costs. You will be able to identify which platforms suit your business, and how their scalability could complement your future growth.

To book a place, call: **01592 858333**  
or email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk)BUSINESS GATEWAY FIFE  
EVENTSThese listed Business Gateway  
Fife events are **free** to attend.To book a place, please call:  
**01592 858333**;  
email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk);  
or visit:  
[www.businessgatewayfife.com](http://www.businessgatewayfife.com)

## Finance

## Bookkeeping

8 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
  
5 Feb 9.30am – 12.30pm  
Venue: Dunfermline Business  
CentreBusiness Expenses  
and Capital Allowances15 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
  
22 Feb 9.30am – 12.30pm  
Venue: Dunfermline Business  
Centre

## Online Marketing

## Social Media Basics

9 Jan 9.30am – 12.30pm  
Venue: Dunfermline Business  
Centre  
  
7 Feb 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

## Producing Engaging Content

9 Jan 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes  
  
8 Feb 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes

## Digital Marketing Strategy

11 Jan 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes  
  
6 Feb 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes

## LinkedIn for Business

16 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
  
14 Feb 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes

## WordPress Basics

17 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

## eCommerce for Business

18 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

## Facebook for Business

23 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes  
  
21 Feb 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

## Hootsuite and Twitter for Business

24 Jan 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes  
  
15 Feb 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes

## Social Media Advanced

25 Jan 9.30am – 12.30pm  
Venue: Dunfermline Business  
Centre  
  
21 Feb 9.30am – 12.30pm  
Venue: Saltire House,  
GlenrothesImprove Your Search Engine  
Ranking26 Jan 9.30am – 12.30pm  
Venue: Saltire House,  
GlenrothesSocial Media Strategy &  
Analytics30 Jan 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

## Paid for Advertising

31 Jan 9.30am – 12.30pm  
Venue: Saltire House, GlenrothesWeb and Social Media  
Analytics1 Feb 9.30am – 12.30pm  
Venue: Enterprise Hub Fife,  
Glenrothes

## Advanced WordPress

20 Feb 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

## Sales &amp; Marketing

## Marketing Your Business

15 Jan 9.30am – 12.30pm  
Venue: Dunfermline Business  
Centre

## Advertising &amp; Promotion

22 Jan 9.30am – 12.30pm  
Venue: Dunfermline Business  
Centre

## Mastering Selling Skills

29 Jan 9.30am – 12.30pm  
Venue: Dunfermline Business  
CentreFIFE CHAMBER OF  
COMMERCE EVENTS

## Fife Social

16 Jan 4.30pm – 7pm  
Venue: John Young Signs,  
Woodend Industrial Estate,  
Cowdenbeath

## Fife Social

22 Feb 4.30pm – 7pm  
Venue: Dunfermline Library,  
DunfermlineFor further information about  
Fife Chamber events, email:  
[kellygillies@fifechamber.co.uk](mailto:kellygillies@fifechamber.co.uk)FIFE COUNCIL ECONOMIC  
DEVELOPMENT EVENTS  
SDP EVENTS

## 2.3 Improving Your Bid Score

17 Jan 10am – 1pm  
Venue: Flexspace Kirkcaldy, John  
Smith Business Park[www.sdpsscotland.co.uk/events/2-3-improving-yourbid-score-fife](http://www.sdpsscotland.co.uk/events/2-3-improving-yourbid-score-fife)2.4 Understanding Community  
Benefits and Sustainability7 Feb 10am – 1pm  
Venue: Carnegie Conference  
Centre, Dunfermline[www.sdpsscotland.co.uk/events/2-4-understanding-community-benefits-and-sustainability-fife](http://www.sdpsscotland.co.uk/events/2-4-understanding-community-benefits-and-sustainability-fife)For further information about Fife Council  
Economic Development events, email:  
[dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

## Trade Shows and Exhibitions

Scottish Renewables Offshore  
Wind Conference29 - 30 January  
Venue: University of Strathclyde  
Technology & Innovation  
Centre[www.scottishrenewables.com](http://www.scottishrenewables.com)

## Subsea Expo

7 - 9 February  
Venue: AECC, Aberdeen  
[www.subseaexpo.com](http://www.subseaexpo.com)

## Packaging Innovations UK

28 February – 1 March  
Venue: NEC, Birmingham  
[www.easyfairs.com/packaging-innovations-birmingham-2018](http://www.easyfairs.com/packaging-innovations-birmingham-2018)

## MACH 2018

9 - 13 April  
Venue: NEC, Birmingham  
[www.machexhibition.com](http://www.machexhibition.com)

## Farm Shop &amp; Deli Show

16 - 18 April  
Venue: NEC, Birmingham  
[www.farmshopanddelishow.co.uk](http://www.farmshopanddelishow.co.uk)





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