

SUMMER 2019 | ISSUE 47

fbm

FIFE BUSINESS MATTERS

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'BAGGING' OPPORTUNITIES IN BUSINESS

BUSINESS ADVICE
Encouraging wellbeing
in the workplace

A DAY IN THE LIFE OF...
Julie Lewis, The Adamson

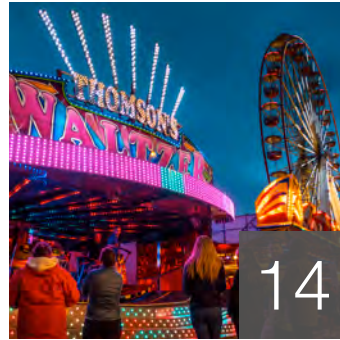
STEPHENS BAKERY
146 years in business
and rising

HEATHROW LOGISTICS HUBS
Two Fife sites shortlisted

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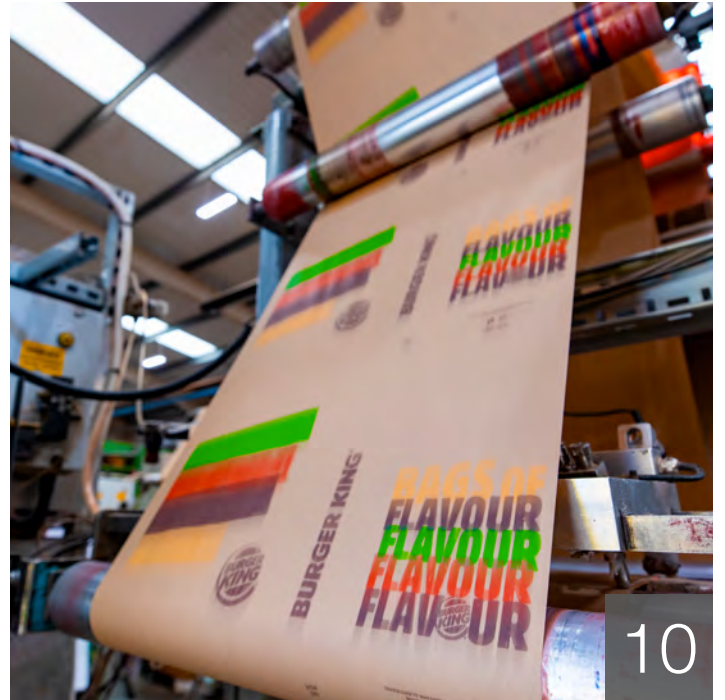
Cover: Smith Anderson manufacturer of paper bags



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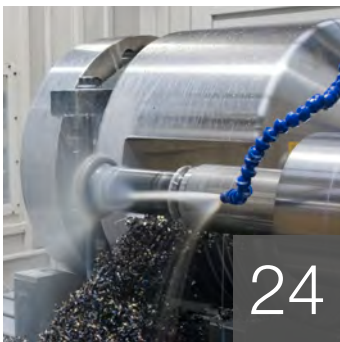
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WELCOME TO THE SUMMER ISSUE OF FIFE BUSINESS MATTERS (fbm)

There's plenty of news, case studies and advice in the coming pages as we hear from businesses that are leading the way in various sectors across Scotland and beyond, showcasing innovation and efficiency; as well as progressing and driving business forward in a variety of ways. This has been demonstrated by the number of awards our local businesses have scooped and been nominated for in recent months - including the Courier's Menu Food and Drink Awards and SME Business Awards.

Fife is fortunate in that it is home to a range of sectors, each of which is successful in its own right. In the food and drink sector, there have been product and venue launches, award success and innovation, as well as trade show visits. In the professional sector, EQ Accountants has reported significant year-end results, and Boyd Legal recently launched in Kirkcaldy. In engineering, Babcock Rosyth is developing a cutting-edge composite test facility, whilst in manufacturing, Stephens Bakery is creating new facilities with lean manufacturing processes at its core. At Smith Anderson, we've experienced sustained growth having signed a further three-year contract with McDonald's and recently formed a joint venture in Poland, to support expansion into Central Eastern Europe.

New opportunities and investment in Fife are also on the horizon, as two sites have been shortlisted to be logistics hubs for the construction of a new runway at London's Heathrow Airport. We hope that the region's expertise in supporting the delivery of the Queensferry Crossing will stand Babcock Marine Rosyth and Forth Ports, in good stead, during the final assessment stages.

There is so much more exciting news to read within this issue of fbm. Please do enjoy it and if you have news to share or content ideas, please do get in touch - editor@fifebusinessmatters.co.uk.

Enjoy this issue of Fife Business Matters.

Michael Longstaffe
Chair, Fife Economy Partnership





Ian Macfarlane, Managing Director at CR Smith (left) pictured with CR Smith Apprentices and Frazer Walker, Lecturer at Fife College (far right)

CR SMITH CELEBRATES 4TH ANNIVERSARY OF ITS APPRENTICESHIP SCHEME

CR Smith’s apprenticeship programme is celebrating four years in operation. Tailored specifically to meet the skills required by the home improvement business in collaboration with Fife College, the scheme is on its second intake of apprentices and represents an investment of more than £100,000 by the firm in its future workforce.

Eleven apprentices are currently enrolled and attend classes in the evening, which are delivered by Fife College. This gives them more quality time on the job, learning from experienced tradespeople and gaining the skills they need to become an integral part of the workforce.

A workshop has been specifically built for the apprentices

at CR Smith and has all the facilities required to carry out the training modules, tailored to meet the needs of the company.

The programme was launched in 2015 and is aligned to City & Guilds accreditation. The first class of ten apprentices completed their apprenticeship and are now working as joiners with CR Smith.

Ian Macfarlane, Managing Director at CR Smith, has been the driving force behind the apprenticeship programme. He said:

“Investment in our people is essential and creating our own customised apprenticeship programme, as well as addressing a potential skill shortage, demonstrates our ongoing commitment to grow the business through young people.”

OPTOS’ MISSION TO SAVE EYE SIGHT IS RECOGNISED

Optos, a Dunfermline-based company that specialises in the design and manufacture of advanced retinal imaging technology, has been recognised for its innovation with a 2019 Queen’s Award for Enterprise.

It scooped the coveted accolade for the design of its California device, which was developed and manufactured in Fife.

This is the third time Optos, which has sold more than 15,000 of its ultra-wide field imaging devices to eyecare professionals worldwide, has been awarded a Queen’s Award, having previously won for Enterprise in International Trade in 2001 and 2007. The Queen’s Awards for Enterprise recognises businesses in the UK, which excel in international trading, innovation or sustainable development.

Robert Kennedy, Optos CEO, said:

“To be recognised by such a prestigious business award



Assembly technicians Fiona Anderson, Alan Donaldson, Michael Mullan pictured with Alan Meikle, Vice President of Product and Supplier Engineering, with the California device

is a great achievement for the entire team in the UK and across Europe, North America, Asia and Australia. It is testament to their efforts to provide our customers with the best devices to support their clinical care and help to improve practice efficiency. Most of all, it reinforces our commitment to keep innovating in the fight against vision loss.”

KNOCKHILL DRIVES AUTOMOTIVE SECTOR BOOKINGS

Knockhill Racing Circuit, Scotland's National Motorsport Centre, has received significant international bookings from major automotive manufacturers.

Knockhill has long been established as a proven venue for vehicle launches, press days and a venue for all the automotive sector to use for events in Scotland. Highlights include hosting Subaru's world launch of a new model in the mid-1990s with guests being flown in from all around the world; as well as welcoming Porsche to celebrate the one millionth Porsche 911, with all of its 911 museum cars being transported to the motorsport centre from Stuttgart in 2017 and then again, this

year. McLaren also chose Knockhill for a special magazine feature on the P1 and Senna hypercars.

The use of Knockhill by the automotive sector continues to increase. The racing circuit has secured its largest and longest ever exclusive hire for 14 consecutive days this summer and, early enquiries are coming in for 2020.

Stuart Gray, Director at Knockhill Racing Circuit, said:

"We are delighted that the domestic and international hires of Knockhill are increasing, as it benefits us, Fife, and Scotland as a whole."

www.knockhill.com



Knockhill Racing Circuit

SIGNIFICANT GROWTH REPORTED BY FIFE ACCOUNTANCY FIRM

EQ Accountants LLP is celebrating significant growth, almost 95 per cent in just five years.

The firm, which has offices in Cupar and Glenrothes, is reporting an increase in turnover to £7.5M, compared to £3.8M in 2014. During the same five-year period, staff numbers have grown from 70 to 130.

While a proportion of the growth can be attributed to the acquisition of offices in Fife in 2015, the firm can boast organic growth of 20 per cent over the last three years.

David Cameron, Managing Partner commented:

"We have achieved this growth simply by doing valued work for our clients, and as a result, winning more business.

"We are specialists when it comes to helping clients achieve their business and personal goals and pride ourselves not only on dealing with the compliance side but excelling in complementary services which really add value. Whether helping owners pass the business down a generation or identifying a structure which will reap rewards for our clients, we have seen an increasing demand for these business advisory services as well as the exceptional tax expertise which EQ is known for."

www.eqaccountants.co.uk



David Cameron, Managing Partner of EQ Accountants



HARDIES BUILDS ON 100 YEARS OF SUCCESS

Leading surveying firm, Hardies Property & Construction Consultants, which has offices in Dunfermline and St Andrews amongst its ten offices across Scotland, has seen further growth in its business.

Danny McArthur, a Partner at Hardies, said:

“We are ahead of our ambitious target for our growth plans as we push forward to become Scotland’s leading surveying practice.

“Our investment in new technology means that our offices are now entirely paperless and our specialist surveying systems mean we can all work together as one big team. Innovation is a key driver to achieving our plans.”

Hardies has also invested significantly in new trainees and graduates in a bid to ensure it has sufficient resources to match

the expected increased workload as it looks to increase market share.

Over the last two years, Hardies employed seven Building Surveying and Quantity Surveying trainees, and supported them through university. A further four trainees and four graduates are planned to be taken on this year.

Hardies has also created two new departments in Housing and Energy Services.

Danny added:

“With the country needing more and more houses, and energy performance regulations tightening, we decided to invest further and make some key appointments in order to create and manage these new departments.”



EMPLOYEE OWNERSHIP FOR GS BROWN

Ladybank-based engineering firm, GS Brown Limited, has safeguarded its future by moving into employee ownership.

In a move that secures the business in its Fife location, owners Des and Mike Brown transferred the majority of the company’s shareholding to a Trust for the benefit of the company’s 27 employees.

70 per cent of the shareholding will be held in an Employee Ownership Trust, with the family retaining 30 per cent, demonstrating the Brown family’s ongoing commitment to the business.

The move was part of the succession plans for the family owners. Managing Director, Des Brown plans to remain as Managing Director for the medium-term and, with Mike semi-retired, both brothers wanted the business to remain local.

Des Brown said:

“The majority of our staff have been with us a very long time. We have our reputation and our customers because our staff do a very good job. By transferring to an Employee Trust, we have a long-term structure where we can continue as before and maintain our relationships with customers and suppliers.”

EQ Chartered Accountants LLP and Thorntons Law, each of which has offices in Fife, supported GS Brown Limited with this transaction, along with Ownership Associates.



Pamela Stevenson, Lead Officer, Fife Council Economic Development, commented:

“This is super news - all employees will have a stake in the business and in its future success and sustainability. It is rewarding to see our business support services assist in this superb outcome.”



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HYPNOTHERAPY CENTRE FOR CHILDREN HAS PLANS FOR GROWTH



Ann Varney

A not-for-profit business aimed specifically at helping young people from low income families suffering from mental health issues, is focused on expansion.

Ann Varney, who launched The Children’s Meditation Hypnotherapy Centre (CMH Centre) in Kirkcaldy last year, believes that there is an epidemic on the horizon, as more and more young people are suffering from anxiety.

The CMH Centre aims to empower children and their families to develop effective approaches to help them overcome mental health issues by offering low cost one-to-one sessions, which utilise a range of self-healing techniques (hypnotherapy, meditation and energy healing), coping mechanisms, evidence based educational resources, as well as online programmes.

Ann has helped hundreds of children turn their lives around, and she wants to grow her business so she can help even more. The online programmes, which Ann developed with a little help from Business Gateway Fife’s Digital Boost programme, are being rolled out on a bigger scale, to reach more young people, whilst she’s seeking to create a dedicated ‘home from home’ facility and employ consultants to meet demand.

Ann Varney said:

“An epidemic is brewing as more and more children present signs of anxiety. I am keen to reach as many of those children as I can through the online portal, whilst also support parents through hypnotherapy and courses.”



www.cmhcenter.com

CUTTING-EDGE COMPOSITE TEST FACILITY FOR BABCOCK ROSYTH

A £2.4 million state-of-the-art engineering composite test centre is being developed in Rosyth, as part of a new industrial partnership between Babcock International and the University of Edinburgh.

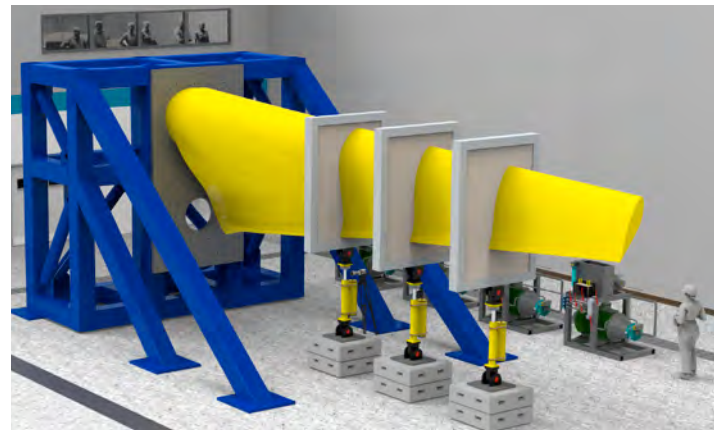
Babcock is the principal engineering designer of the FASTBLADE facility, which will be based at its Rosyth facility, and forms part of the Group’s wider plans around innovation, technology and composite research in the area.

This is the first test facility of its kind in the world and will speed the development of materials and structures for a variety of industries, including those in marine, transport, nuclear and aerospace sectors.

Neil Young, a Technology Director at Babcock has been involved from the project’s concept. He said:

“When the University of Edinburgh approached Babcock, it was looking for specialist facilities and engineering design expertise to help get the project from research application to reality. At Rosyth, we had both these key requirements, which were not available anywhere else in a single location.

“This really is a great industrial partnership. Our engineers, working alongside the University’s renowned academics, have shown what the art of the possible is, in engineering and in working together.”



Babcock is the principal engineering designer of the FASTBLADE facility

“This is the first test facility of its kind in the world and will speed the development of materials and structures for a variety of industries.”

www.babcockinternational.com

AN ABUNDANCE OF AWARDS!

It has been an amazing few months for businesses in Fife, with a huge number recognised for innovation, best in class, and for offering first-class service.

The Fife Business Awards was a prestigious awards ceremony celebrating the best in Fife. **James Donaldson and Sons Ltd** (Excellence in People Development – more than 20 employees) and **Leviton Network Solutions Europe** (Outstanding Business Award) were amongst the winners, to name just a couple of the local success stories.

Paywizard's Singula subscriber intelligence platform has been shortlisted as a finalist for the IABM BAM Awards, which recognise broadcast and media innovation.

Congratulations to the Fife-based food and drink companies that scooped Menu Food and Drink Awards, organised by The Courier. Sixteen Fife businesses were nominated as finalists, with three businesses securing wins (**Tayport Distillery** – Best Craft Distiller; **The Adamson** – Cocktail Bar of the Year; and **The Criterion Bar** – Pub of the Year) and a further two businesses being highly commended (**Zest** and **Balgove Larder** in the Coffee Shop of the Year and Farm to Fork categories, respectively). Owen Hazel, co-owner of **Jannettas Gelateria** in St Andrews was honoured with the prestigious Judges' Choice: Brand Ambassador award.



Leviton wins at Fife Business Awards - Councillor Altany Craik; Iain Wilkie, Managing Director, Leviton Network Solutions Europe; Fred MacAulay, Fife Business Awards host



Owen Hazel, co-owner of Jannettas Gelateria with his Judges' Choice: Brand Ambassador award

No stranger to awards is **Balbirnie House**. It's won Scotland's 2019 Wedding Hotel of the Year, at the Scottish Hotel Awards, for the 13th time.

At the Scottish SME Business Awards, which recognises the strong and innovative SME businesses, Glenrothes-based **Eros Retail** won the Team in Business award. Well done too to Fife's SME finalists - **The Little Herb Farm** (small business of the year); **Craft Maltsters** (family-run business of the year); **Scaramanga** and **Todd Fish Tech** (Unique Business of the Year); and **Allson Wholesale** (Business of the year – under 100 employees).

Dot Coach CiC's Know You More coaching programme, which develops young adults and early careerists taking the step into employment, enterprise and community development, has been awarded an International Award for Coaching from the European Mentoring and Coaching Council (EMCC).

And finally, the **Fife Employment Access Trust (FEAT)** has won a Centre for Social Justice (CSJ) Award for its work supporting those with mental health problems to find employment. The prize included a £10,000 grant and promotion of the organisation's vital work before an audience of influential politicians, journalists and philanthropists.



Kirkcaldy High School performed at launch of Boyd Legal

BOYD LEGAL LAUNCHES

Boyd Legal Solicitors has opened a new office in Kirkcaldy, following its acquisition of Gibson & Spears, Dow & Son. The Fife firm will be headed up by Peter Aitken, former proprietor of Gibson & Spears, Dow & Son who is joined by its latest recruit, associate, Kelly Matthews.

Celebrating its launch, Boyd Legal invited some Kirkcaldy High School pupils to perform on the evening and has committed to assist the school going forward.

LOVE GROUP MOVES TO FIFE

Love Group is moving to Fife.

The business, which provides staff training, such as leadership and health and safety training, as well as recruitment services to companies and organisations, has opened its temporary Kirkcaldy office at Flexspace, John Smith Business Park.

The move follows a successful, initial five years of trading for the group, which was set up to provide corporate services to raise funds for its charitable arm, which works with vulnerable children.



www.l-o-v-e.org.uk

ST ANDREWS ROCK DINER CELEBRATES 35 YEARS IN BUSINESS

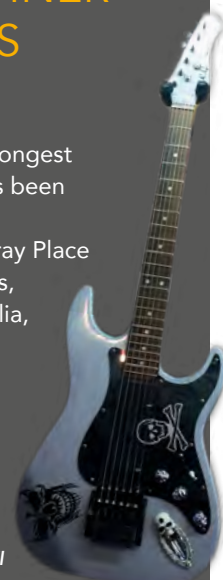
Ziggys Bar and Grill, one of St Andrews longest established independent restaurants, has been celebrating 35 years in business.

To mark the occasion, the popular Murray Place eatery, has added four iconic replica guitars, to its collection of rock and pop memorabilia, which adorn the walls.

Owner Phil Wishart, commented:

"We're delighted to have reached the landmark of thirty-five years in business in St Andrews and are all geared up for a busy summer season, which includes more live music events."

Ziggys Bar and Grill



SMITH ANDERSON 'BAGS' FUTURE IN FIFE

A 44-year partnership between a global food service restaurant chain and a local paper bag manufacturer is set to continue after a major three-year deal is agreed.

Smith Anderson, which produces sixty million paper bags every week, has signed a significant three-year deal with foodservice restaurant, McDonald's; a continuation of a prolific 44-year-long relationship.

The partnership has brought sustained organic growth to the Kirkcaldy-based business over the years, with Smith Anderson's total turnover from McDonald's European restaurants now at approximately £17 million. And, Smith Anderson, which turns 160 years old in 2019, has worked hard for that; it has innovated and created new product ranges with new materials, designs and structure, to exceed its client's expectations. The recycled content of the paper used for McDonald's bags is now 100 per cent, which has benefited further from Smith Anderson's 'light weighting' of material, whilst it will also move on to entirely sustainable ink systems during 2019.

Investment into its equipment and facility, which saw the business move to a new purpose-built facility in Kirkcaldy's Mitchelston Industrial Estate in 2012, has been significant too.

This year, four new machines are being purchased and 24 new members of staff will join the 240-strong team. The capital investment of £3 million was made possible, in part, by a Scottish Enterprise Regional Selective (RSA) grant and follows positive financial results for the year ending 30 September 2018. Smith Anderson's business revenues rose 15 per cent to £26.9 million.

Michael Longstaffe, Chief Executive of Smith Anderson, explains:

"We have weathered a particularly challenging few years with raw material increases reaching 38 per cent, but emerge into 2019 significantly fitter and better prepared to optimise the trend towards more sustainable packaging solutions. Investment in people takes the form of an exciting company wide engagement project, which we are calling 'Change4Good'.

"Innovation sits at the heart of our strategic plan. Gone are the days when simple, low margin commodity plain bags formed the backbone of our core markets. We continually optimise our product range with new materials, creating new products for numerous applications. Many of these provide added functionality, as well as commercial value and with that value comes improved margin."

2019 brings growth opportunities. Smith Anderson has established a joint venture, HSA, in Poland with one of the world's largest foodservice packaging providers, Huhtamaki, a



Michael Longstaffe, Chief Executive, Smith Anderson



Finnish-based operation. Working together the businesses will supply paper bags to foodservice restaurants from McDonald's to Burger King and KFC in Central Eastern Europe. Starting cautiously with just three machines operating on this project, the plan is to expand HSA over the next three years, to incorporate a further three machines by 2022.

Michael added:

"There is real potential to develop yet further international market share and HSA is creating additional supply contracts within Central Eastern Europe, which will drive our investment over the next five years. We are also drawing up plans to extend the Kirkcaldy building to accommodate a further six to eight machines, securing a longer-term future in Fife, for our dedicated and superb team."

www.smithanderson.com



FOOD AND DRINK SECTOR TO GROW IN FIFE

Fife Council has approved a new Food and Drink Action Plan that is set to boost the sector in Fife.

A new Action Plan has been approved by Fife Council, designed to support and develop Fife's food and drink businesses over the coming years, and to boost growth locally, nationally and internationally.

The funding follows a recent study undertaken by Fife Council's Economic Development Team, which revealed that the food and drink sector has a major impact on the health of other sectors, such as manufacturing, retail and tourism, and is a significant contributor to rural communities.

The food and drink sector is key to economic growth in Fife, and the new Action Plan, is set to untap potential and provide a significant boost to the local economy.

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

"The Council and its partners are committed to building on Fife's strengths and will work with national agencies, including Scotland Food & Drink, to promote Fife's food and drink capability.

"The new Action Plan will ensure that business support is available from Fife Council and its partners to ensure that Fife's food and drink companies – of all sizes – are fully supported."

Fife Council Economic Development budget has been allocated to support this plan. Access to Digital Boost programmes and Business Gateway Fife Expert Help services, as well as financial support from initiatives including the European Regional Development Fund (ERDF), are available to the food and drink sector. In fact, some have already benefited from the funding, having attended UK-wide exhibitions and events, funded by Fife Council's Trade Development Programme. A Learning Journey, consisting of six businesses, attended Packaging Innovations 2019, whilst a range of producers including The Little Herb Farm, St Andrews Farmhouse Cheese and Puddledub, exhibited at ScotHot, with almost 300 enquiries gained during the two-day event.

FOOD AND DRINK SECTOR IN FIFE

Food and drink is at the heart of Fife's heritage and is at the core of its community. From the smallest of ingredients to the biggest of brands, the region's infrastructure, technology, water and land, provides the natural resources to deliver quality.

Home to some of the world's leading global food and drink brands, including Diageo, Carr's, Quaker, Eden Mill and Kettle Produce, it is also home to emerging food and drink businesses, including The Little Herb Farm, Tayport Distillery and St Andrews Farmhouse Cheese.

Fife Council has been working with these smaller businesses to capacity build, invest and grow. For example, inspired by Fife's food larder, Tayport Distillery has created a unique Scottish spirit, Never.25, using 50kg of fresh fruit sourced from the region, in each batch. Business Gateway Fife has supported the business, offering Expert Help with branding specialists and funding advice. Just two years after launching, Never.25 has a host of awards under its belt, and is on the shelves of many cocktail bars around the world.



To find out about the help and support available to the food and drink sector, please contact **BUSINESS GATEWAY FIFE** (01592 858333; success@bgfife.co.uk).



Terian Tilston (Credit: Georgia Burns)

Creating a vibrant future in business

A hobby, creating bespoke soft furnishings for young children, has turned into a full-time interior design business for a young entrepreneur from Balmullo.

Terian Tilston stepped in to the world of entrepreneurs with the launch of The Little Brown Bear in 2012, making soft furnishings. At the time, she was working full-time as a trainee solicitor and this was an outlet to channel her creativity. Fast forward seven years, and Terian is the creative mastermind behind Terian Tilston Interior Design, which offers a range of interior design packages for all needs and budgets from remote design to complete project management for larger works.

Terian's natural ability and creative flair shone from a young age, being encouraged by her primary five teacher to embrace this passion, even helping with classroom displays.

The Little Brown Bear was Terian's first test of entrepreneurial life, and it was during the business' re-launch in 2016 that she contacted Business Gateway Fife. Terian explains:

"I was lacking confidence and needed to bounce my ideas off someone with experience and expertise, so I contacted Marissa Yassen at Business Gateway Fife. This was a turning point in my life. Marissa was extremely enthusiastic and encouraging about me, my brand and my products and gave me tips on the areas I wasn't so confident in and put me in contact with colleagues who could help me in other areas.

"Ahead of the launch of the interior design business, I worked closely with Business Gateway Fife to help identify weak areas, strengths and work through my ideas. Liaising with Marissa was a game changer."

"Being an entrepreneur puts you in a unique position, but by surrounding yourself with a supportive community, success can be achieved." – TERIAN TILSTON

The design business has also received funding via Business Gateway Fife to help purchase vital software and access to courses.

Terian added:

"Business Gateway Fife is a fantastic service and I would encourage anyone thinking about setting up a business, or who wants to grow their business, to get in touch with them. I have also attended numerous free courses on marketing, social media for business as well as accounting. This has, without question, helped to build my knowledge and confidence as a business owner, but it has also allowed me to make connections with other local business owners."

Terian has big plans for her businesses. Already she is looking to outsource some of the manufacturing of the soft furnishings, expand into the commercial design market and open her own Happy Space design studio.

www.teriantilston.com



Swan Engineering manufactures bespoke equipment for a range of industries

Engineering its future expansion

An engineering firm, which established in 2010, has grown organically, and has just completed its biggest contract to date.

Swan Engineering, which manufactures bespoke equipment for a range of industries, has just completed its biggest contract since its launch in 2010. It manufactured and installed a new potato production line for a global organisation, based in Tayside.

The business has grown organically. Swan Engineering's first employee joined in July 2014, and since then it has grown to 18 staff and through continual investment, offers subcontract laser cutting, CNC sheet metalwork and expansive CNC machining/turning capabilities.

Currently, it is working on some sizeable contracts for Scottish customers, and it is also expanding with the creation of a new 4,500 sq. ft. extension, as well as an in-house blasting and power coat/paint area.

To support this development, Swan Engineering received a grant from Scottish Enterprise's Regional Selective Assistance (RSA) and has committed to employing more staff.

Business Gateway Fife referred Dale Swan, Managing Director of Swan Engineering for RSA funding. He said:

"We have had tremendous help and support from Business Gateway Fife over the years. Our business adviser, Lynne Baillie, supported us with the RSA application - her help was invaluable."

www.swanengineering.co.uk

Far From The Tree Productions

Film producer, Josh Davie, gets up and running with help from Business Gateway Fife.



Josh's film work has taken him to Peru and Uganda

Far From The Tree Productions, was established by Josh Davie a year ago, to produce film content (short film and feature documentaries) with an engaging creative story.

Success has come in the early stages of business, with Josh having co-produced a multi-award-winning short film for an environmental film festival in America. He has also directed a documentary on a Scottish Farmer's innovative journey into the origin of agriculture in Peru and when *fbm* caught up with him, he was in Uganda filming a short promotional video for a charity.

Far From The Tree Productions got a helping hand in its establishment from Business Gateway Fife. Josh Davie said:

"My business adviser made me think more about what I'm doing as an achievable and sustainable business, and this year I went full-time self-employed."

Grants from Business Gateway Fife allowed Josh to afford equipment essential for professional film production, including video heads for tripods and editing software, whilst he saved and bought the bigger items such as a camera and microphones.

Josh concluded:

"I hope I can continue to work with Business Gateway Fife and utilise its services to enable the outsourcing of additional services to other creative local businesses."



To find out how **BUSINESS GATEWAY FIFE** can support local businesses, call: **01592 858333**; email: success@bgfife.co.uk; or visit: www.businessgatewayfife.com

NEW EVENTS APP SET TO BOOST TOURISM IN FIFE



Fife Tourism Partnership launches a free events app to showcase what's on in the region and support businesses and event organisers to develop and grow their offering.



A new, free events app has been developed for Fife locals and visitors to showcase hundreds of exciting, upcoming events in the area.

The app's advanced technology uses a geo-location function to detect the user's location, generating a tailored list of events for that area. Users are able to browse through categories including music, theatre, arts, sport and culture to personalise their choices and find the most recent, up to date events to attend.

Users can leave up to five star reviews for events they've attended, with Fife businesses and event organisers able to upload unlimited free event listings.

The Fife Events app aligns with the popular Welcome to Fife website which showcases the best trails, outdoor experiences, visitor hotspots and hidden gems, among others, across the region. The app is expected to increase tourism to the region even further following a strong launch.

Fife's tourism industry continues to attract thousands of international, national and regional tourists each year, most recently highlighted by an economic industry value increase to £588 million in 2018, supporting approximately 12,000 jobs.

Commenting on the launch of the Fife Events app Ann Camus, Tourism Manager at Fife Tourism Partnership, said:

"It is an incredibly exciting time for Fife's tourism industry. The personalised element of the app will showcase the best

of Fife for locals and visitors in every corner of the Kingdom, attracting even more new and returning visitors as a result.

"It not only benefits people attending the events, but also provides another platform for local businesses and event organisers to develop their businesses and grow their offering. 2019 has already been an exciting year for tourism in Fife, with plenty in the pipeline over the coming months."

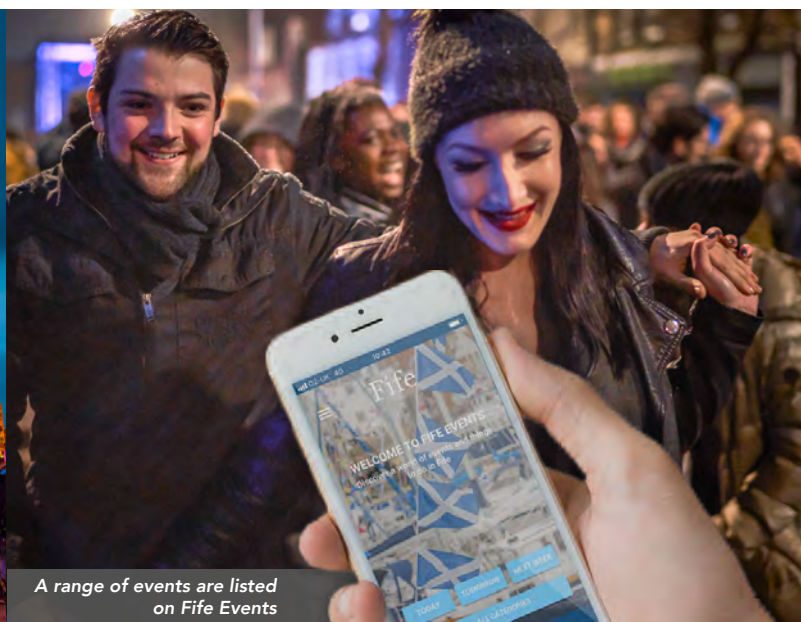
Councillor Ian Cameron added:

"Digital platforms have really transformed visitor experiences, not just in Fife and across Scotland but in the UK and also more widely overseas.

"Technology and digital are fast-paced environments which brings significant opportunities to expand and grow tourism offerings, benefiting both the visitor and local economy. It's essential to remain agile and embrace new technologies and I am confident the Fife Events app will be a huge success."

The Fife Events app is available free to download through Apple Store and Google Play.

www.fifetourismpartnership.org



A range of events are listed on Fife Events



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Stephens launched the UK's first stand-alone bakery drive thru

FIFE BAKERY RISES IN SIZE AND STRENGTH

Family-run bakers with a 146-year history innovates to stay ahead of the game.

Innovation is at the heart of family-run business, Stephens Bakery. It has never in its 146-year history, rested on its laurels. Instead, it invests in the long term, and is willing to take risks.

Stephens Bakery was the first bakery in Scotland to partner with convenience stores (now a popular concept), with David Sands over 20 years ago; it was also the first bakery to introduce 'jiffy vans' (its Stephen Direct catering delivery trucks); and in 2018, it opened the first stand-alone bakery drive-thru in the UK.

The success of its Dunfermline drive-thru continues to exceed expectations. It was a calculated risk, which has achieved fantastic results, prompting plans for additional drive-thru sites.

The bakery employs 230 staff and with two new sites opening later this summer, employee numbers will rise to 245. Hillend Road, Inverkeithing (to replace its Fraser Avenue shop) and Rosslyn Street, Kirkcaldy will be home to the new stores, which will offer a range of Stephen's mouth-watering products made fresh each day by its team of 100 bakers.

Sales Development Manager, Talia Sarafilovic, is the fourth generation of the family to be involved in the business. She spoke to *fbm*, commenting:

"Growing from a small traditional bakery in Dunfermline with only a few shops, to a custom-built bakery in 2008, we have seen significant growth in the last few decades. We now have 14 retail shops, six snack delivery vehicles and convenience partnerships with Coop, Scotmid, McColl's and independent retailers."

Stephens takes its responsibility in manufacturing very seriously and is continually working to make its operations more efficient and sustainable. Last year, it saved 78 tonnes of CO2 by adjusting van run optimisation, and decreased its electricity use by 20 per

cent, while still producing the same volume of products. It has also saved 2.7 million litres of water each year (approx. 18 per cent) by implementing a range of bakery efficiency projects, whilst food waste has been halved by controlling bakery wastage and by closely managing product availability.

Talia added:

"As other family-owned bakeries find themselves in decline, we have continued to grow in size and strength. We are confident we can attribute this to our continuous investment in our business and people, while always staying true to our family values. With the younger generation now assuming greater responsibility, the business is in excellent shape and ready to move forward and invest in a bright long-term future."

www.steakbridie.com



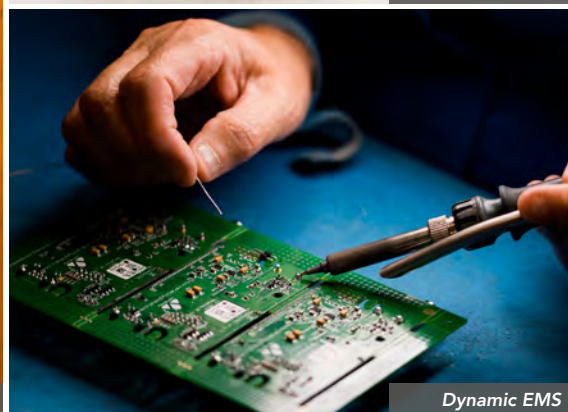
Stephens Bakery was established 146 years ago



Proclad Group



DiGiCo



Dynamic EMS

MANUFACTURING AND ENGINEERING ANNUAL INVESTMENT ALLOWANCE

Enabling Faster Tax Relief for plant and machinery investments

Fife's manufacturing and engineering businesses are being inspired to take advantage of an increase of the Annual Investment Allowance (AIA).

The encouragement from Fife Council Economic Development comes following a survey, which highlighted that manufacturing and engineering businesses aren't planning to take advantage of the increase, which enables faster tax relief for plant machinery investments between £200,000 and £1 million.

The survey, undertaken by the Manufacturing Technologies Association and Close Brothers Asset Finance, found that despite an increase in AIA until 31st December 2020, that only 42 per cent of engineering and manufacturing firms were aware of the increase.

Findings also highlighted that only a minority (45 per cent of engineering and manufacturing companies) are planning to increase investment this year, as a result of an increase in AIA. Of those, only 16 per cent were planning a significant increase.

Pamela Stevenson, Lead Officer, Fife Council Economic Development, said:

"We're keen to encourage more local businesses to embrace the Government's increase in the Annual Investment Allowance and invest in their future. It offers a superb platform for local manufacturing and engineering businesses to invest in new equipment, embrace new technologies, to improve efficiencies

and ultimately become more competitive."

The temporary increase enables businesses to obtain 100 per cent tax relief on the purchase of qualifying business assets in the year of purchase such as plant, machinery, vans and tools. Helpfully, AIA can also be claimed on hire purchase assets. If a business utilises their full AIA of £1 million, this equates to corporation tax savings of £190,000.

Ross Oliphant, Tax Partner at EQ Accountants and Head of its Engineering and Manufacturing Group, said:

"The increase in the Annual Investment Allowance provides a great opportunity for UK engineering and manufacturing businesses to invest in new plant and machinery whilst accelerating their tax relief. Those that invest in assets critical to their business will not only benefit from the tax reliefs, but should enjoy greater productivity and growth."

Whilst this is a welcome change, businesses with a year end that straddles 1 January 2019 should be aware of the transitional rules that apply, meaning the timing of capital expenditure should be carefully planned to ensure the AIA is maximised.

To find out more, please contact **BUSINESS GATEWAY FIFE (01592 858333; success@bgfife.co.uk)**.



Heathrow Airport expansion plans (image courtesy of Heathrow Airport)

TWO FIFE SITES SHORTLISTED FOR HEATHROW LOGISTICS HUBS

Heathrow has unveiled a shortlist of 18 sites, including two Fife-based sites, which are in the running to help deliver the airport's expansion plans.

Two sites in Rosyth have made the shortlist for the Heathrow expansion logistics hubs. Babcock Marine Rosyth and Forth Ports are in the running to help deliver the expanded airport having showcased a strong base of local support, Fife's thriving supply chain, convenient connectivity links and the potential to tap into a skilled workforce.

In the autumn, these two Fife sites will have the opportunity to pitch to the airport's bosses for their chance to become one of the final four construction centres, which will be announced early next year, ahead of work starting in 2021. The final four sites will become construction centres that will help to deliver Britain's new runway, bringing jobs and economic opportunities.

Welcoming the news in Fife, Councillor David Ross, Co-Leader of Fife Council, said:

"Fife is in an unrivalled position having two out of four Scottish sites in contention for this investment. We look forward to working with partners in making a strong case, building on Fife's key role in recent major infrastructure schemes like the Queensferry Crossing.

"Both Fife sites offer excellent transport links, great infrastructure and competitive land along with a strong and innovative supply chain of local companies. With work scheduled to start in 2021, if implemented, this project will bring huge benefits to industry and business here."

Heathrow will be the first major infrastructure project in the UK to pioneer the large-scale use of Logistics Hubs – aiming to build as much of the project offsite as possible. The hubs will work by pre-assembling components offsite before transporting

them in consolidated loads to Heathrow just as they are needed.

Sean Donaldson, Managing Director of Babcock's facility in Rosyth, said:

"Babcock's manufacturing and logistics capabilities at our world-class infrastructure in Rosyth stands ready to provide an efficient, affordable and sustainable solution to meet Heathrow's varying demands."

Sean added:

"We look forward to the next stage in this process to deliver a programme of work that will 'make every journey better' and help Heathrow maintain a world-leading position as a hub airport."

Derek Knox, Senior Port Manager, Port of Rosyth, commented:

"The Port of Rosyth offers a great location, land and expertise for a logistics hub of this scale. There has been recent significant investment in the Port and it played a key role as the logistics hub for the construction project of the new Queensferry Crossing. We look forward to hearing from the Heathrow team about the next stage of the process."

INVEST IN FIFE has a proven track record of helping investors make projects happen as well as helping Fife-based businesses with their expansion plans.
www.investinfife.co.uk

INVEST IN FIFE

Fife means business.

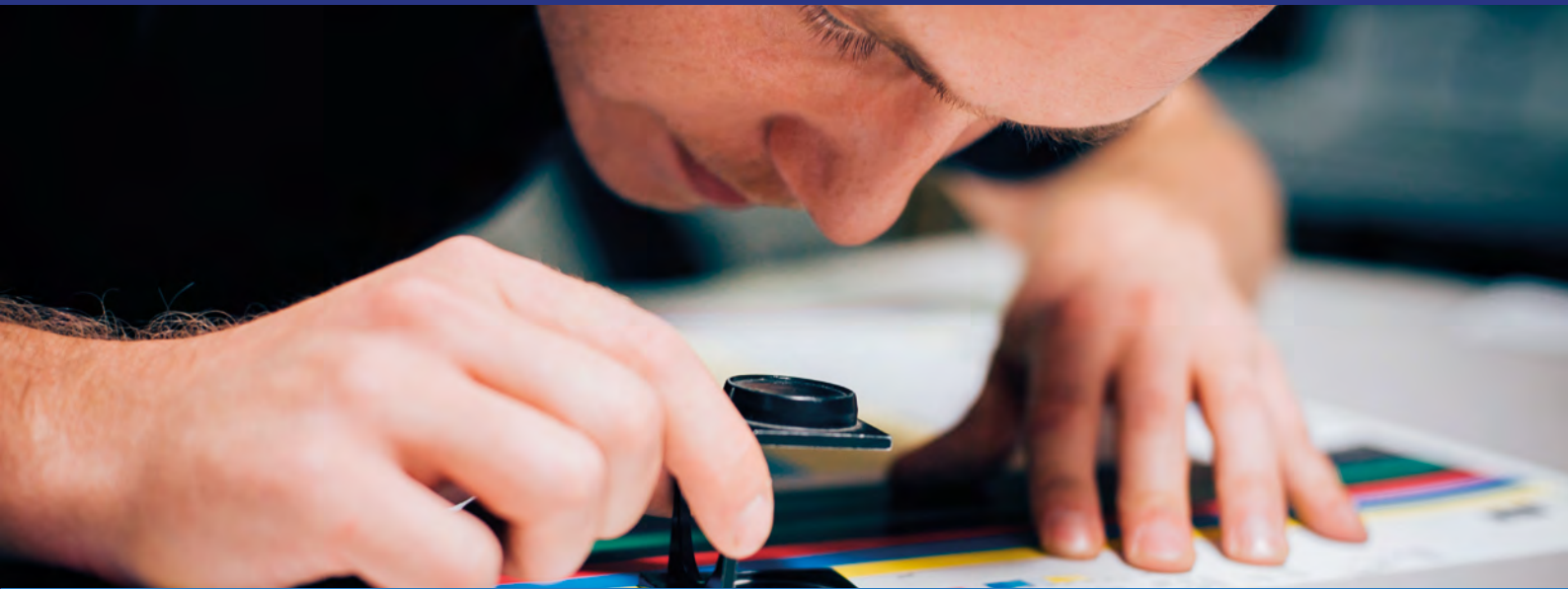


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A day in the life of...

JULIE LEWIS

Managing Director, The Adamson

St Andrews' award-winning restaurant and cocktail bar, The Adamson, has launched a new sister restaurant, Next Door, which is capturing the imaginations of food lovers.



South Street in St Andrews has seen its food and drink offering expanded with the award-winning The Adamson restaurant and cocktail bar revamped to increase covers, and the launch of Next Door, a new restaurant concept following current food and drink trends.

Julie Lewis is Managing Director of The Adamson and Next Door. Fbm caught up with her to find out more.



Julie Lewis

What is your business?

The Adamson restaurant has been successful since it was launched in 2012, followed shortly afterwards by the Cocktail Bar, which sells over 50,000 blends annually, and recently won The Courier Award for Cocktail Bar of the Year 2019. Both have been refurbished to increase capacity.

Next Door has been so successful since its launch in March, that we're increasing our offering to include afternoon tea and dinner. As a result, we need to create five additional jobs, taking the workforce to 15.

What inspires you?

I take a lot of my inspiration from restaurant and bar concepts in Edinburgh, London and New York. I like to bring big city ideas back home with me, whilst brainstorming with my staff, which is how the concept of the Ski Lodge Pop Up was born.

Next Door was heavily inspired by a healthy eatery in London, but we wanted to keep the fun of the Ski Lodge Pop Up and the student market it attracted, and I believe we have done that very successfully, with our clever branding, fresh menus, Instagram-able food offerings and airy modern decor.

Who inspires you?

My grandmother inspired me to cook and got me interested in food, and it was my father who got me involved in business. My mum has impeccable style and my brother is a born entertainer, so our family business works on each other's strengths. My wider inspiration comes from admiring the best in class in our type of restaurant and cocktail bar both at home and internationally.

What does a typical day involve?

The hospitality industry is diverse, challenging and rewarding. I love to learn what's new, look at trends and influences, to ensure we continue to appeal to guests.

I can be working until 7pm or midnight depending on the role I perform that day. I love being hands on making cocktails, serving our diners and making coffee for our new guests in Next Door. I also spend time creating the vision of menus with my senior team, and work strategically for the business developing financial budgets and forecasts and direction.

What challenges is the business facing?







The student calendar, golfing season and tourism market in St Andrews all impact on the business. We experience quieter months in winter and very busy months during peak season, which can be challenging!

www.theadamson.com

www.wearenextdoor.com

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ENTREPRENEURIAL SPIRIT STRONG FOR FIFE'S FUTURE

Entrepreneurial spirit is growing in strength across Fife due to the evolving partnership between Fife College and Fife Council Economic Development.

A collaboration between Fife College and Fife Council Economic Development is creating a challenging pathway of initiatives that are developing students' enterprising skills and supporting entrepreneurial growth across Fife.

Fife Council Economic Development's Culture of Enterprise™ Framework already supports enterprise skill development in primary and secondary schools and the college partnership is now extending that pathway by creating opportunities for college students to get real life, practical experience of being entrepreneurial that extends beyond studies to support the creation of vibrant new businesses.

From creative thinking to business planning, every aspect of the entrepreneurial journey is touched on as pupils and students contextualise their studies.

A recent Fife College Enterprise conference saw students challenged to think outside the box, be innovative and raise their aspirations whilst engaging with local businesses that have chosen an entrepreneurial path.

Future events have already been planned to continue the enterprise journey providing challenging resources and activities to young people.

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

"Providing pupils and students with an opportunity to develop their enterprising skills is vital to growing an entrepreneurial economy in Fife. The local economy thrives on small and medium-sized enterprises and through this collaborative approach, which also includes the provision of Business Gateway Fife services, we ensure appropriate guidance is available at the right time enabling students to take formative steps to creating their own business."

Director of Business, Enterprise and Tourism at Fife College, Bryan McCabe-Bell, commented:

"All students from Fife College will benefit from this



Fife College student, Susan Findlay with an example of some of her work

partnership, no matter what subject they are studying. Whether its business and enterprise, construction or gaming, there are opportunities for all students. Developing enterprise and entrepreneurial thinking helps students to gain the skills employers want as well as confidence to start their own business."

Fife College, in collaboration with Fife Council's Culture of Enterprise™ Programme, is also supporting young people with 3D printing, a process which is predicted to revolutionise the world of production. An eight-week programme has been created for primary six and seven pupils and features sessions from the College about the breakdown of a 3D shape, photogrammetry, virtual reality, an understanding of the software used to create a 3D object, and then use of a 3D printer, provided by Fife Council's Economic Development Team.

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

"Partnerships such as this show the dynamic thinking in Fife at the moment. Working together ensures a streamlined service which is easy to navigate and supports the people of Fife fulfil their ambition and contribute to a thriving community and economy."



culture of enterprise
making Fife more enterprising™

THE CULTURE OF ENTERPRISE™ FRAMEWORK is a Fife Council Economic Development programme that promotes and encourages enterprise and skills development to support the young people of Fife to develop a vibrant enterprising culture that will help them on their future career pathway. For more information, please email: sandra.robbs@fife.gov.uk; or call: 03451 555555 (ext. 447130).

Award-winning Culture of Enterprise™ programme evolves to encourage more young people into enterprise

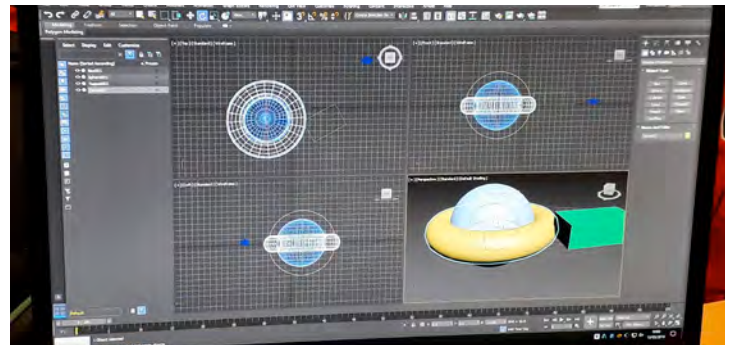
The continued growth and evolution of the Culture of Enterprise™ has been recognised by the UK Government as the “Most Enterprising Place in Britain”. The award acknowledged the depth of entrepreneurial spirit in Fife’s industries, the support to develop opportunities for new and existing businesses, as well as the level of enterprise skill development work that is undertaken at every level of education. Last year alone more than 5,700 young people engaged with Fife’s Culture of Enterprise programmes.

New innovative initiatives are regularly introduced, with support from local businesses, to challenge young minds in both primary and secondary school.

New programmes familiarising young people with 3D printing, as well as a creative initiative, which recycles bikes into an electric format, have been bolstered by long-term successful programmes such as The Enterprise Game, 4 to Fortune™ and Tycoon Teens™.

All programmes are aimed at providing a strong platform focused on enterprise and employability for developing young people’s skills for learning, life and work, whilst aligning to the Curriculum for Excellence and Developing the Young Workforce.

Tycoon Teens™, Inspiring Cycling in Fife encourages young people to focus their enterprising skills to save disused bikes from landfill that they use to create an electric bike with an eKit from Glenrothes-based Cyclotricity.



A **3D printing programme** sees young people learn about creating 3D images, scanning and printing using the latest technology.

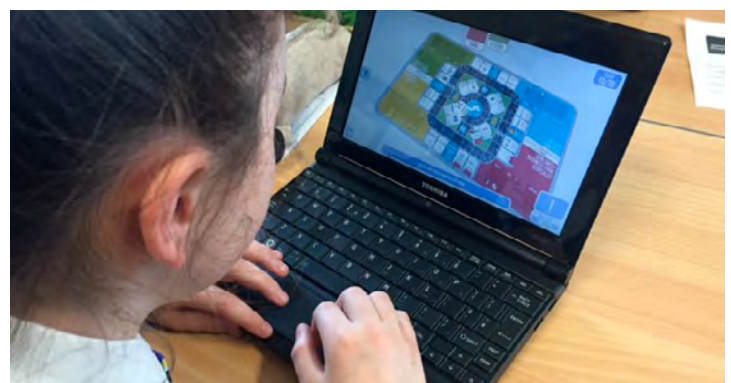
Tycoon Teens™ aims to support young people enhance their creative, problem solving and leadership skills, as they work through the innovation process, by utilising a mix of online workshops, business led workshops and ongoing business mentoring.



Tycoon Teens
Inspiring Fife™



4 to Fortune™ challenges pupils of all ages to grow £4 into a fortune in four weeks, using enterprising and social skills to succeed.



The **digital Enterprise Game** gives young people the opportunity to explore the business world. They use their knowledge to run their own business and learn about risk management, identify opportunities and manage cashflow, as they try to create a successful company.

culture of enterprise
making Fife more enterprising™

If you'd like to learn more about the Culture of Enterprise™ and how your business can get involved, please email Sandra Robb, Culture of Enterprise™ Coordinator: sandra.rob@fife.gov.uk

fbm meets ... Jim Mullen

Operations Director, NOV Flexibles

As Jim Mullen, Operations Director of Glenrothes' NOV Flexibles UK, gets set to retire this summer, he will go out on a high, following the implementation of a significant investment programme at the facility.



Jim Mullen

Jim Mullen has headed up the operations at NOV Flexibles UK's Glenrothes facility for the last 14 years, jointly devising and delivering the site's business plan whilst sharing overall responsibility with Craig Harley, Operations Manager, for its manufacturing and operational deliverables.

During his time at the helm of the UK manufacturing team, the facility, which assembles Inconel clad end fittings and inside parts used in the manufacture of flexible pipe products and systems for the global offshore oil and gas industry, has grown into an internationally recognised centre in its field, accompanying the two leading NOV Flexibles manufacturing facilities located in Broendby, Denmark, and Superport do Açú, Brazil.

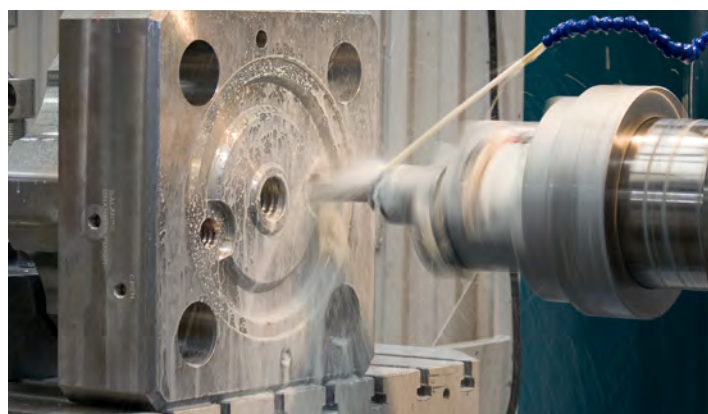
Jim Mullen said:

"I am extremely proud to be leaving behind a thriving and prosperous business, which is still very much leading the way and continuing to grow and develop."

Jim will leave the business in June on a high, following a period of significant investment in the facility, which employs 82 people of approximately 1,400 global NOV Flexibles employees. Its most recent investments have been in larger machines



NOV Flexibles makes significant investment in Glenrothes facility



"With the investment comes the creation of new and exciting opportunities for internal staff, as well as the recruitment of new staff positions."

with significantly increased handling capacity, including a new Hartford horizontal boring machine, which will alleviate internal bottlenecks and allow the business to diversify into new markets and product ranges.

Jim added:

"We are also in the process of carrying out a major refurbishment and analogue-to-digital upgrade of our Fronius endless torch rotation cladding system, which will allow us to target new product ranges as a direct result of the increased versatility. In addition, we've been working hard on addressing external factors such as parking and raw material storage constraints and yard layout improvements. We are now in the perfect position to progress with further facility expansion, as and when the requirement arises.

"NOV has fully supported this facility in every aspect in terms of its significant financial investment, encouraging facility growth and improvements, recognition of our unique workforce skill set, and the significant contribution we make, not just in Glenrothes but to other NOV businesses, UK-based and globally."

With the investment comes the creation of new and exciting opportunities for internal staff, as well as the recruitment of new staff positions. The workforce has grown over the years, including the training and development of 14 apprentices, and the long-term vision for this site is for continued revenue growth, facility expansion, and further product diversification.

It's not been plain sailing for the business, however. Lower and volatile oil prices, demanding technical challenges, and reduced operating margins have definitely impacted the industry over the past four years, but these challenges have made the business more efficient than ever before.

As Jim prepares to retire, he leaves the Fife business community with some great advice: "Work hard, always lead by example, value and look after your employees, and most importantly, believe in yourself."

www.nov.com

SMALL BUSINESSES HAVE BIG HEARTS



The Federation of Small Businesses' (FSB) latest report has revealed the scale of which small businesses contribute to the local jobs market and community. Garry Clark, Development Manager for FSB in the East of Scotland, explains more.

We have long known that small businesses are at the very heart of local communities but a new report from the Federation of Small Businesses (FSB) has revealed the true extent of this.

The 'Small Business, Big Heart' study examines the contribution of smaller firms to both local jobs markets and to the success of their neighbourhoods. It found that 82 per cent of Scottish smaller businesses had contributed to local causes in the last three years, in comparison to 80 per cent across the UK as a whole.

The research also finds that a third of Scottish businesses (33 per cent) have contributed the skills of their enterprise to their local community, such as a local restaurant giving free cookery classes to low income families. In addition, almost two fifths (39 per cent) of FSB's Scottish members say that they've donated their time to local communities, such as running local clubs or organising events.

Right across the UK, we are also finding that small businesses are often at the front of the queue when it comes to giving people a chance through employment. Smaller businesses are more likely to hire those from harder to reach groups than big corporations. The vast majority (78 per cent) employ an older worker, a third (34 per cent) have a member of staff with low levels of educational attainment, and a similar share (30 per cent) employ at least one person with a known disability or mental health condition.

Small businesses have often become synonymous with the communities they serve, and it is natural for them to do right by these communities where business owners not only work but often live. That is why FSB continues to campaign to ensure that Scotland's small businesses receive the support they need from government at all levels. The community spirit fostered in most small businesses is representative of the kind of inclusive growth that government is seeking in the economy and the evidence shows just how important it is that small businesses get that little bit of extra help to ensure that they can continue to support communities the length and breadth of Scotland.

Breaks for these businesses in terms of business rates, public procurement and national insurance contributions will all represent sensible investments by government in the futures of our small businesses and the communities they support and serve.

To find out more about the contribution small businesses make to communities, please read FSB's Small Business Big Report: www.fsb.org.uk.

80%
of **FSB members**
have **contributed** to
their **local community**
or **charity** in the past
three years



78%
of **small employers**
have at least
one worker
aged over 50

89%
of **small business**
employers offer all
or some of their **staff**
flexible working
arrangements



41%
of **small business employers** offer
work experience either as part of the
recruitment process or through their
community outreach



PACKAGING SHOW OPENS DOORS FOR FIFE BUSINESSES

Fife Council Economic Development's Trade Development Programme supports businesses to attend exhibitions and trade shows as an effective means of exploiting business opportunities to develop existing and new markets.

Packaging Innovations enjoys record breaking year

Packaging Innovations 2019 was a success for its organisers, and for the Fife businesses that attended, it also measured up.

The visit was supported by Fife Council Economic Development and brought together an eclectic mix of local businesses, to take part in the Learning Journey. The businesses (Pitreavie Group, FoodMek, Rumburra Scotland, Chastity Ltd, Smith Anderson and Freedom Unlimited) didn't exhibit, but instead took the opportunity to network, attend seminars and gain further insight into innovation and development in the sector. In just one day, the group received a total of 23 enquiries, which are currently being followed up on.

Andy Girvan, Group Purchasing Manager at Pitreavie Group, said:

"The Learning Journey allowed Pitreavie Group to engage with potential new suppliers, network and see, first hand, the new innovative technologies and packaging solutions on the market. Following this we are now in the position to place our first orders, and hopefully begin a long-lasting relationship for the future."

Closer to home and supported by Fife Council's Trade Development Programme and branded under Food from Fife, six local businesses travelled to Glasgow to take part in ScotHot, the Scottish hospitality and catering sector's largest and most comprehensive trade event. The delegation reported extremely positive results following the two-day show, with almost 300 enquiries received by the businesses. These were generated primarily by exhibiting a range of delectable products, engaging with event attendees, as well as networking at educational talks and seminars.

Producers and distributors of sparkling apple juice, Fior Fruits attended along with Puddledub, St Andrews Farmhouse Cheese, Great British Prawn Company, producers and processors of Scottish game meats, Woodmill Game and The Little Herb Farm.



BUILDING OPPORTUNITIES

Glenrothes-based Gas and Utility Technology works throughout Scotland delivering design, construction and consultancy services to the utility industry. Seeking to branch out and make new contacts and business leads, it attended Scotland Build with funding from Fife Council Economic Development's Trade Development Programme.

It was the business' first-time attending Scotland Build, which is the leading and largest building and construction show for Scotland, which this year attracted 150 exhibitors, and over 10,000 attendees.

Alan Shaw, Director, Gas and Utility Technology, said:

"For our first year, we really enjoyed Scotland Build and made some great contacts, some of which we hope will convert in to business opportunities. On the back of our success, we're considering attending Utility Week Live 2020, which will take place in Birmingham."

www.gasutil.co.uk

Trade development support is available for Fife companies wanting to attend exhibitions. For information, contact Dot Smith by email: dorothy.smith@fife.gov.uk.

Food from Fife is a not for profit company that was established in 2010 to help the diverse local food and tourism businesses work better together to grow the overall industry in Fife.

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Guests at the Fife Chamber Champions Lunch

FIFE BUSINESS CHAMPIONS HONoured

2020 Fife Business Awards open for entries

The 2019 Fife Business Award (FBA) winners were honoured again at the Champions Lunch in May. They were joined by 2018 winners, the Chamber's Premier Partners, FBA sponsors and other guests, with everyone at the Fairmont St Andrews relishing another chance to celebrate the breadth and depth of business talent that Fife enjoys.

2019 saw a record number of applications, with high quality entries received in all the categories making the judging process really tough. Brian Horisk, President of Fife Chamber, said:

"The standard of applications was high across the board. It made selecting finalists and winners very difficult, but it was worth it because it was motivating to see how positive and ambitious Fife's businesses are, and how ready they are to tackle any challenges that are thrown at them."

The 2020 Awards are open, and Fife Chamber wants even more companies to recognise what a great job they do, often in difficult conditions, and apply. The exciting innovations that were introduced last year, such as the "In the Know" Workshops for people who haven't applied for an Award before, and the "Behind the Scenes" visits to the finalists by the judges, will be retained this year, but improved following feedback from this year's participants.

Alan Mitchell, Chief Executive of Fife Chamber, said:

"The companies that made it on to the short list in 2019 represented the whole Fife business spectrum, from tourism to manufacturing to leisure to retail to voluntary to technology, but they all had common characteristics: a passion for what they do; a pride in doing it well; and the confidence to put themselves forward. 2020 is everyone's opportunity to follow in their footsteps."

2020 AWARD CATEGORIES AND 2019 WINNERS

BEST MARKETING CAMPAIGN
Kingdom FM

BEST PERFORMING BUSINESS (under 10 employees)
The Little Herb Farm

BEST PERFORMING BUSINESS (between 10 - 50 employees)
Moffat Electrical Projects

BEST PERFORMING BUSINESS (over 50 employees)
Exterity

BEST SCHOOL PARTNERSHIP
The Ecology Centre

EXCELLENCE IN COMMUNITY ENGAGEMENT
MKM Building Supplies

EXCELLENCE IN CREATIVITY AND INNOVATION
John Young Signs

EXCELLENCE IN CUSTOMER SERVICE
DoubleTree by Hilton North Queensferry

EXCELLENCE IN PEOPLE DEVELOPMENT (up to 20 employees)
Byron Hairdressing

EXCELLENCE IN PEOPLE DEVELOPMENT (over 20 employees)
James Donaldson & Sons

GREENEST BUSINESS
Fairmont St Andrews

To enter the Fife Business Awards or to nominate another business, visit: www.fifechamber.co.uk

Get 'In the Know' and apply for an Award with confidence by attending a free workshop where you will hear from previous winners and judges, who are keen to share their insights to help businesses create a great application. Fife Chamber staff will also be on hand to answer questions. There will be sessions across Fife throughout the summer: call us on **01592 647740** for dates and registration details.

TIPS TO ENCOURAGE MENTAL WELLBEING IN THE WORKPLACE

Currently one in six workers deal with a mental health problem such as anxiety, depression or stress, according to MIND, the mental health charity. It's well known that businesses perform better when their employees are healthy, motivated and focused.

A toolkit has been produced in Fife, in consultation with small and medium-sized businesses, as well as those with experience of mental health issues, to help businesses manage mental health in the workplace.

The **just: ASK, LISTEN, TALK (j:ALT)** toolkit outlines straightforward, no cost solutions to protect the mental wellbeing of employees:

SUPPORT STAFF OFF SICK WITH MENTAL HEALTH ISSUES

- Put in place a culture that encourages difficult or sensitive conversations that begin long before sickness. By letting staff know to expect contact when they are off sick, it is perceived as less invasive when it takes place. It also sends the message that they are valued, and that support is available to them during difficult times.
- Ensure confidentiality relating to the reason for absence.
- Offer suggestions for adjustments or accommodations that could support a return to work, for example, arrange a face to face meeting, offer minor adjustments in hours or duties.

“Through talking and listening, you have the power to give someone back their worth.”

STRUGGLING AT WORK DUE TO MENTAL HEALTH ISSUES

- Implement regular one-to-one meetings. By doing this when employees are well, it's easier to raise concerns when staff appear to be struggling. Are they behaving differently; lacking concentration; or perhaps less able to cope with change; they may talk less, or may become irritable, aggressive or disinterested?
- Reduce the level of stress on an employee.
- Listen to the employee and make it comfortable for them to talk. Don't fill silences, give them time to process their thoughts.
- Consider tools that will help employees open up and possible adjustments that might help them stay at work – e.g. offer private space at work; offer a more flexible approach to start and finish times; provide a buddy or mentor.



EMBRACE A MENTALLY HEALTHY WORKPLACE

- Introduce a workplace wellbeing programme to promote health, safety and wellbeing. Get buy-in from the workforce, which might include the offer of health checks for workers or raising awareness of support services. This could also include healthy eating, stopping smoking and alcohol awareness.
- Some organisations find it helps to introduce a mental health policy to underline the commitment to supporting mental health in the workplace.
- Encourage good, open communication and inspire staff to **just: ASK, LISTEN, TALK.**



The development and the design of the j:ALT toolkit was created in partnership between Fife Council's Supported Employment Service and Fife Health and Social Care Partnership.

Email: sw.ses@fife.gov.uk for help to tailor the **just: ASK, LISTEN, TALK** pledge.

PARTNERSHIP WIN FOR FIFE COLLEGE AND NHS Lothian AT NHS AWARDS

A partnership which is playing a significant role in apprentice training, career progression, staff development and school engagement, has won a prestigious national award for an innovative approach to training for a career in life sciences.

Fife College, in partnership with NHS Lothian, scooped the top award in the 'Scottish Government Award for Driving Improvement, Delivering Results' category at the 2019 Advancing Healthcare Awards. The award recognised the achievements of the School for Health, Science and Technology (SHST), which is providing bespoke training programmes, enabling students to gain on-the-job experience while addressing current and future skills shortages in Scotland.

Sarah Smith, HCS Professional Lead at NHS Lothian, said:

"Fife College has worked with us to develop and deliver a pathway for young people to start their healthcare science career whilst at school. This collaboration has gone from strength to strength and we are now using this model to develop other professional career pathways."

Hugh Hall, Principal of Fife College, said:

"This is an exciting time for the School for Health, Science and Technology as it expands to include The University of Edinburgh to further develop the curriculum with the launch of a new unique part-time Biomedical Laboratory Science (Professional Practice) degree programme.

"I am very proud that we're part of this ground breaking initiative which, alongside reducing the skills gap in life sciences, is also enabling us to build a globally competitive science-based industry in Scotland."



(Left to right) Yvonne Bayne (Fife College) pictured with Claire Cameron, Sarah Smith and Lynne Taylor of NHS Lothian

FIFE BUSINESSES TO BENEFIT FROM INNOVATIVE DEGREE PROGRAMME

In a first for the region, Fife College University Hub in Dunfermline will host an innovative top-up degree programme in the autumn, run by Edinburgh Napier University with business support from the Fife Economy Partnership.

The BA Business and Enterprise degree programme will enable local businesses to support their workforce through personal development.

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

"This locally delivered degree programme provides an excellent way for businesses to upskill their workforce and develop their future management team needs. Business planning and entrepreneurial leadership development skills, that build on work-based learning and enhance the organisation's capability even while studying, are a fantastic opportunity for businesses."

As part of this unique new partnership, the inclusion of the Fife Economy Partnership enables eligible Fife SMEs to access

50 per cent funding as part of their workforce development programme.

Iain Hawker, Assistant Principal at Fife College, said:

"We are proud of our record working with local employers to develop high impact training and professional development. By delivering this Programme online and with one day per month at the Fife College University Hub, Dunfermline, local businesses have the chance to make a real difference to the career opportunities of key staff, with a minimum of disruption to work routines and personal life."

www.napier.ac.uk/ourcourses



MONEY ADVICE



Many people across Fife are struggling with their day-to-day finances and money-related stress can have a major impact on employee wellbeing. You can access help and advice to manage your money better.

Find out more about services across Fife at:
www.fifedirect.gov.uk/moneyadvice

CELEBRATING THE TENTH FIFE BUSINESS WEEK

Developed by Fife Council Economic Development, Fife Business Week (FBW) returns in November, celebrating ten years of promoting business opportunities in the region.

It has grown year on year, attracting hundreds of attendees annually to events focusing on specific key industry topics, which have motivated and encouraged Fife entrepreneurs, business start-ups and employers to move businesses towards growth and further success.

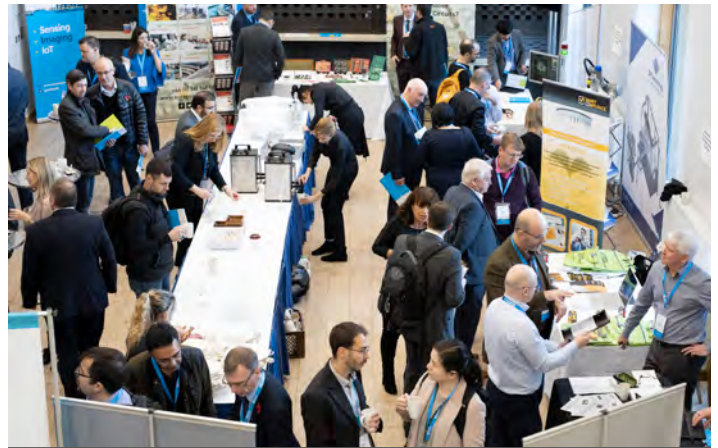
The tenth annual programme of events is scheduled for the week commencing 4th November 2019, and organisers are hoping to make this the biggest FBW yet. They are looking for businesses from the private and public sector to get involved and host a range of topical, engaging and inspiring events for Fife Businesses to attend.

Michael Longstaffe, Chair of the Fife Economy Partnership, said:

"In the last ten years, Fife Business Week has flourished into a valuable and popular business initiative, offering a substantial number of events, which year-on-year engage with local businesses in Fife, encouraging and inspiring, offering best practice and innovative ideas to support growth and development.

"Our aim is to make FBW 2019 the biggest and best yet and we are calling on local businesses of all sizes to come forward with ideas and suggestions for events."

For businesses keen to get involved and support the 10th Fife Business Week, please email: craig.rutherford@bgfife.co.uk.



CENSIS 5th Technology Summit was part of FBW 2018



Meet the Buyer is a popular FBW event

FIFE BUSINESS WEEK is hosted on behalf of the Fife Economy Partnership by Fife Council Economic Development and supported by Business Gateway Fife. Its aim is to support businesses to succeed and flourish, whilst making Fife the best place to do business.

SMAS BRINGS IMPROVEMENTS TO DYSART BUSINESS

Circular electrical connector, interconnect assembly and cable protection solutions supplier, TEN 47 is manufacturing cable protectors for the Rugby World Cup later this year.

Formed in 2001 as a connector company servicing the railway, entertainment and temporary power markets, TEN 47 branched out a decade later to manufacture cable protectors, which have been used at high-profile events, including the Olympics. In 2013 with its US partners, Lex Products, it started manufacturing cable assemblies specialising in overmoulded assemblies.

Keith Gordon, Managing Director, TEN 47, commented:

"When we started manufacturing for Lex, it caused rapid growth in the volume of assemblies, and the different types of assemblies. We also hired a lot of new people to make a number of new products and our quality and production rates suffered. It was at this time we sought external advice from the Scottish Manufacturing Advisory Service."

TEN 47 has been working with the Scottish Manufacturing Advisory Service (SMAS) for six months and has introduced various improvements, which are visible on the factory floor, as



TEN 47's Lex facility

well as in customer service and productivity.

By embracing the 5S programme (sort, set, shine, standardise and sustain), the business' production line is being improved - moulding output has increased by 40 per cent through smarter working practices; whilst overall productivity is up by around 20 per cent; and the cycle times have also much improved.

www.ten47.com



Fife Renewables Innovation Centre

FRIC supports business growth and development within the Levenmouth area

It is six years since the launch of the Fife Renewables Innovation Centre (FRIC) in Methil, which is a business facility incorporating the newest ideas and features. It's home to an eclectic mix of businesses from both the local vicinity and further afield, including professional firms, recruitment services, health, social care and training providers, as well as social enterprises, and those involved in the environment and renewables sector.

The 2,000 sqm. facility, which is fully let, has proven over the years, that it offers a perfect environment for businesses to grow and develop. Flora Fusion, which began in an innovation unit as a fresh and new idea, has flourished into one of the most reputable suppliers of organic CBD oil products.

In addition to offering flexible office accommodation, the Centre boasts affordable, first-class conference facilities with capacity for 150 delegates in bespoke formats and catering, whilst enjoying the sea views. The event facilities are popular, hosting weekly events with bookings confirmed up until December.

Andrew Goulder, Business Property Coordinator at Fife Council, said:

"FRIC is the jewel in our property portfolio, offering first-class business accommodation, as well as virtual offices. Since its launch, it has encouraged businesses to grow and develop, playing a key role in the local economy."

www.fiferenewablesinnovationcentre.co.uk



Fife Renewables Innovation Centre

LAUNCH OF GREENER KIRKCALDY'S NEW COMMUNITY BUILDING



Greener Kirkcaldy's new Community Building

Greener Kirkcaldy has launched its new Community Building in Kirkcaldy.

The new building at 8 East Fergus Place, houses two new community kitchens - The Lang Spoon Community Training Kitchen and The Lang Spoon Production Kitchen - an events space, a kitchen garden, a new distribution point for Kirkcaldy Foodbank, and a new community fridge redistributing surplus food that would otherwise go to waste.

The Community Building will also be a base for a range of Greener Kirkcaldy's other activities, including its Cosy Kingdom energy advice team; repair and re-use workshop; a free bike borrowing scheme, which includes six new electric bikes; as well as offering a range of new volunteer opportunities.

The Lang Spoon Community Training Kitchen will be a place for people to come together to grow, cook, eat and learn, through a range of classes focused on cooking on a budget, plant-based cooking and cooking for beginners.

Suzu Goodsir, Chief Executive of Greener Kirkcaldy, said:

"We are really excited and proud to show off our new building and The Lang Spoon Community Kitchen - which is a place for everyone in our community to grow, cook, eat and learn. It's fantastic after a lot of hard work to be welcoming everyone in our own front door."

www.greenerkirkcaldy.org.uk



NEW COWORKING HUB LAUNCHED IN DUNFERMLINE

A coworking hub has opened in Dunfermline offering well-equipped facilities, events and enterprise support.

A new coworking hub, offering facilities for entrepreneurs, start-ups and micro businesses has opened at Dunfermline's Carnegie Library and Galleries. The hub, located on the second floor of the venue, has 14 fixed desks, five hot desks, a breakout area equipped with comfy sofas offering a relaxing environment to unwind, chat and collaborate with other hub members. There is also access to meeting rooms within the library as well as wi-fi.

The hub is part of a wider national network opening across Scotland's public libraries, including Edinburgh's Central Library – established by the Scottish Library and Information Council with support from the Scottish Government. More hubs will follow in the coming months, with members of the Scottish Coworking Network having access to hubs throughout Scotland, as well as online resources, professional development events, and an online forum to support professional networking and collaboration.

Unlimited hot desk access is available for £35 per month (+VAT). Visit www.scottishcoworking.org to find out more and to register for membership, to book a tour or to learn more about other hubs throughout Scotland.



FIFE CHAMBER ANNUAL DINNER

19 September 19:00 – 22:45
Venue: Old Course Hotel, St Andrews

Fife Chamber's Annual Dinner remains a highlight of its event calendar, drawing 250 business, political and civic leaders together for a night full of good company and great networking.

This year's guest speakers are Robert Kennedy, CEO of Optos PLC and Sean Donaldson, Managing Director of Babcock International Group.

www.fifechamber.co.uk

PINTEREST, INSTAGRAM AND PHOTOGRAPHY FOR BUSINESS



10 July 09:30 – 12:30
Venue: Enterprise Hub, Glenrothes

Gain commercial benefit from the use of Pinterest and Instagram, by learning the types of audience each platform attracts and by maximising the impact a post can have, by considering the factors and analytics, such as cost and timing of posting images.

www.businessgatewayfife.com

1.2 USING PCS AND OTHER PORTALS



6 June 09:30 – 12:30
Venue: Flexspace, John Smith Business Park, KY2 6HD

This workshop will help guide businesses through Public Contracts Scotland's website, to find contract opportunities for all public sector bodies, as well as its Quick Quotes function, for lower value contracts.

www.sdpscotland.co.uk/events

BUSINESS GATEWAY FIFE EVENTS

FINANCE

Bookkeeping

1 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

5 Aug 09:30 – 12:30

Venue: Dunfermline Business Centre

2 Sept 09:30 – 12:30

Venue: Saltire House, Glenrothes

Business Expenses & Capital Allowances

24 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

21 Aug 09:30 – 12:30

Venue: Dunfermline Business Centre

10 Sept 09:30 – 12:30

Venue: Saltire House, Glenrothes

SALES & MARKETING

Marketing Your Business

8 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

9 Sept 09:30 – 12:30

Venue: Dunfermline Business Centre

Advertising & Promotion

15 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

16 Sept 09:30 – 12:30

Venue: Dunfermline Business Centre

Mastering Selling Skills

22 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

23 Sept 09:30 – 12:30

Venue: Dunfermline Business Centre

ONLINE MARKETING

Wordpress for Beginners

27 June 09:30 – 12:30

Venue: Saltire House, Glenrothes

29 Aug 09:30 – 12:30

Venue: Dunfermline Business Centre

Wordpress Intermediate

17 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

26 Sept 09:30 – 12:30

Venue: Dunfermline Business Centre

Get Real Results from your Website

5 Sept 09:30 – 12:30

Venue: Dunfermline Business Centre

Improve your Search Engine Ranking

24 Sept 09:30 – 12:30

Venue: Dunfermline Business Centre

GET MORE FROM SOCIAL MEDIA

Marketing with Social Media – Basics

6 Aug 09:30 – 12:30

Venue: Saltire House, Glenrothes

Marketing with Social Media – Advanced

26 June 09:30 – 12:30

Venue: Dunfermline Business Centre

27 Aug 09:30 – 12:30

Venue: Saltire House, Glenrothes

Advertising with Social Media

9 July 09:30 – 12:30

Venue: Saltire House, Glenrothes

Social Media Strategy & Analytics

8 Aug 09:30 – 12:30

Venue: Saltire House, Glenrothes

DIGITAL BOOST

Digital Marketing Strategy

19 Sept 09:30 – 12:30

Venue: Enterprise Hub, Glenrothes

Producing Engaging Content

13 Aug 09:30 – 12:30

Venue: Enterprise Hub, Glenrothes

Paid for Advertising

22 Aug 09:30 – 12:30

Venue: Enterprise Hub, Glenrothes

These listed Business Gateway Fife Events are **free** to attend. To book a place, please call: **01592 858333**; email: success@bgfife.co.uk; or visit www.businessgatewayfife.com

FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS

PROCUREMENT TRAINING

2.1 Tender Procedures and the ESPD

17 Sept 09:30 – 12:30

Venue: Enterprise Hub, Glenrothes

TRADE SHOWS & EXHIBITIONS

Turing Fest

27 – 29 August

Venue: EICC, Edinburgh

www.turingfest.com

Speciality Fine Food Fair

1 – 3 Sept

Olympia, London

www.specialityandfinefoodfairs.co.uk

Offshore Europe

3 – 6 Sept

Venue: Event Complex, Aberdeen

www.offshore-europe.co.uk

Defence & Security Equipment International (DSEI)

10 – 13 September

Venue: Excel London

www.dsei.co.uk

Scotland's Trade Fair

22 – 23 Sept

Venue: SEC, Glasgow

www.scotlandstradefairs.co.uk

TCT Show

24 – 26 Sept

Venue: NEC, Birmingham

<https://tctshow.com>

For further information about Fife Council Economic Development events, email: dorothy.smith@fife.gov.uk

FIFE CHAMBER EVENTS

In the Know Workshop for FBA 2020

26 June 15:00 – 16:45

Venue: Exerity Ltd, Dalgety Bay

Fife Social

17 July 16:30 – 19:00

Venue: Rufflets, St Andrews

Fife Social

26 Aug 16:30 – 19:00

Venue: Michael Woods Sports Centre, Glenrothes

Fife College Member Briefing & Business Breakfast

28 Aug 08:00 – 09:30

Venue: Carnegie Conference Centre, Dunfermline

Technical Export Training

3 Sept 09:00 – 16:00

Venue: Fife Chamber of Commerce, Forth Suite, KY2 6HD

Fife Social

12 Sept 16:30 – 19:00

Venue: MoD, Hunter Street, Kirkcaldy

For further information about Fife Chamber events, email: lyndacollins@fifechamber.co.uk

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Pierre Kruff
ROCK YA EVENTS

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