

# Business FOCUS

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Official Magazine of Bedfordshire Chamber of Commerce

Spring 2025

## YIANNIS KOURSIS OBE

CEO of The Bedford College Group explains his organisation's new collaboration with Bedfordshire Chamber of Commerce



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Official Magazine of Bedfordshire Chamber of Commerce

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### Editor

**Paula Devine**  
Bedfordshire Chamber of Commerce  
paula.devine@chamber-business.com

### Design and Print

**Treacle Factory**  
01582 416171  
www.treaclefactory.co.uk

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Yiannis Koursis OBE  
The Bedford College Group CEO

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Bedfordshire Chamber of Commerce  
Hart House Business Centre,  
Kimpton Road, Luton,  
Bedfordshire LU2 0LB  
01582 522448

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# Welcome

...to the spring edition of Business Focus Magazine.

As we welcome the arrival of spring, it's clear that the pace of change in both the local and global economy remains relentless. Our business landscape is shaped not only by the challenges outlined by our Chairman—regulatory hurdles, political shifts, and economic uncertainty—but also by the opportunities that arise in response to them.

The recent shift in government narrative, with a renewed focus on reducing red tape and supporting business growth through infrastructure investment, is a testament to the power of collaboration and advocacy. The Bedfordshire Chamber, alongside the British Chambers of Commerce, has been a vocal advocate for change, and we're beginning to see signs that our efforts are paying off. However, as the Chair highlighted in his column, the true test will be in the execution of these policies and how quickly they translate into tangible benefits for business.

Our region is no stranger to ambition. The Chamber remains at the forefront of support for key regional projects that will shape the future of Bedfordshire. We continue to lobby tirelessly for the expansion at London Luton Airport, which promises to bring thousands of jobs and further enhance our region's connectivity. Our efforts also extend to East West Rail, advocating for improved infrastructure to connect communities and businesses across the region, and the Universal Studios Theme Park, a transformational project that will put Bedfordshire firmly on the map. These initiatives are vital to securing the long-term economic success of our region.

Beyond our lobbying efforts, there is exciting progress within the Chamber! I am delighted to announce our newest Strategic Partner, The Bedford College Group. A sustainable talent pipeline is crucial to supporting business growth, and this partnership will allow us to deliver practical solutions—helping businesses secure the skills they need while offering new opportunities for students and young professionals.

There are also exciting changes in our Boardroom for 2025. Following the retirement of several Directors in late 2024, we are thrilled to welcome our newest Board members: Neil Bradford from London Luton Airport, Justine Maroudias from Talk UK Telecom, Grant Sorrell from the Forest of Marston Vale Trust, and Samm Larkin from Neon Recruitment. We can't wait to start working with you all.

I'm also proud to announce the launch of our 2025 SME Bedfordshire Business Awards, which celebrate the outstanding achievements of local businesses. These awards provide an opportunity to showcase and reward the innovation and creativity that define the SMEs at the heart of our local economy. I encourage all eligible businesses to participate and help us shine a spotlight on the very best our county has to offer.

The Chamber is committed to supporting our members through these times of transition. We remain a platform for businesses to connect, collaborate, and amplify their voices to influence the policies that impact us all. Together, we can ensure that Bedfordshire remains a hub of opportunity and growth.

**#workingtogether #achievingmore**

**Justin Richardson**

Chief Executive Bedfordshire Chamber of Commerce



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“Your Chamber of Commerce is one of the UK’s leading Chambers, both able and willing to leverage our collective voices and drive progress in a positive direction.”



**Rod J Calvert OBE DL**

Chairman of Bedfordshire  
Chamber of Commerce

## The Chairman’s VIEW

What a time to be appointed Chair of Bedfordshire Chamber of Commerce, especially since my crystal ball has recently gone offline and refuses to reboot! As I write this, I know that by the time it is printed many things will have changed! But there is a print deadline, so here goes.

What I do know is that the current Government’s initial negative rhetoric about the British economy, surprising tax increases on business and jobs, and big increases in public spending have all conspired to create a serious drop in business confidence and all that results from it. As I write the Chancellor has just completed a landmark speech seeking to change the Government narrative. Most significantly she has signalled relaxation of moribund planning and appeals regulations that are to be welcomed by businesses.

I was part of a multinational American owned corporation and once a senior US executive asked me, ‘Why, when we send an instruction out to the US and various of our global entities, do people just get on with it except in the UK when it is just the start of a long conversation?’ Perhaps it is one of the reasons why the US economy powers on and we just find every reason to defer the decisions. Let’s hope that the new narrative changes the pace and business can do what it does best with far less hindering and inhibiting red tape.

As for the unknowns: what will result from the seismic arrival of President Trump in the White House? Will the ceasefire hold in Gaza? What of the war in Ukraine? Have the hoped-for interest rate cuts slowed down? Will the proposed revisions to employment law be watered down? Will the relaxation of the planning process restrictions really get past the inevitable legal challenges? What about the pace for the race to net zero? And many more imponderables.

Bedfordshire’s diverse businesses are well known for their innovation, rising to meet the challenges - be they from world events or self-inflicted punitive legislation. Your Chamber

of Commerce is one of the UK’s leading Chambers, both able and willing to leverage our collective voices and drive progress in a positive direction. The Chancellor’s change of narrative has resulted from intense pressure from the BCC at Ministerial level and the Government support for the third runway at Heathrow is something the BCC has been lobbying in favour of for around 40 years. But will it really happen this time? And if so, when?

I just polished my crystal ball really hard and I saw myself in 2005 (the date is not a misprint!) on the platform at a conference urging the politicians to back the Oxford to Cambridge Arc and now today I see through the mist a world of opportunity for Bedfordshire, driving a really bright future of jobs, new businesses and wealth creation. I see, but no guarantees of course, Luton Airport Expansion, Universal Studios Theme Park, completion of the A421 link and removing the phrase ‘Black Cat Roundabout’ from our vocabulary, East West Rail (the consultation period has just closed and now backed by Westminster), Bedfordshire Chamber embracing AI thus accelerating the take up of innovative efficiencies for our member companies and beyond.

So don’t be dragged down by negative rhetoric, join the Chamber’s voice of business and talk us all up. Say it, believe it and it will happen.

See you next time when things will be clearer, or will they?

*Rod J Calvert*

## Welcome To Our NEW BOARD MEMBERS

We are delighted to welcome our four newest board members to the Bedfordshire Chamber of Commerce. Their wealth of experience, leadership, and commitment to the local business community will be of the utmost importance, as we continue to support businesses around the county and beyond. Each of them bring their unique expertise and fresh perspectives, that together with our existing board members, will help us strive to achieve our goals for 2025!

### Justine Maroudias

Operations Director,  
Talk UK Telecom Ltd

‘With over 30 years of experience in the telecoms industry, I have worked with small businesses and large corporates and, for the past 20 years, successfully managed my own businesses. I bring a strong background in sales and operational planning, along with a deep passion for business and a commitment to driving success. I am incredibly proud to join the board of the Bedfordshire Chamber of Commerce as a director. This role allows me to combine my love for the local community with my skills and experience. I look forward to contributing my passion for business, strategic insights, and collaborative spirit to support and empower local businesses while strengthening our regional economy.’



### Grant Sorrell

Commercial Director,  
Forest of Marston Vale Trust

Grant is Commercial Director at the Forest of Marston Vale Trust, the charity driving the creation of the Forest of Marston Vale and delivering a broad range of environmental and socioeconomic benefits to the area. Grant also supports the wider England’s Community Forests network, fifteen organisations that together form the county’s largest environmental regeneration initiative. Before joining the Trust nine years ago, Grant spent over a decade in the hospitality and events sector with roles based in London and more recently at historic Bletchley Park. Asked about his motivation for joining the Board Grant said “With the Country facing a raft of financial, environmental and social challenges, businesses have a vital part to play in helping deliver the solutions. Bedfordshire has some fantastic examples of companies who focus on the triple bottom line and I’m looking forward to exploring how the Chamber can help more organisations achieve their full potential to deliver a commercially and environmentally sustainable future.”



### Samm Larkin

Director, Neon Recruitment Ltd

‘I have worked in a variety of businesses, from being an assistant pub manager to a contracts manager for a construction company, a qualified hairdresser and nail technician and a country-wide account manager, I have spent the last ten years working to build better businesses and careers through strategic and ethically led recruitment. You may have noticed me at the chamber events for the past six years. I have a flamboyant personality and a no-nonsense, straight-talking approach to business. As a Proud ADHD 30-something-year-old business owner, I wanted to join the chamber board to represent our female-owned businesses, micro companies, and neuro-diverse members of the Bedfordshire business community. I am proud and honoured to help shape the direction of Beds Chamber for all the members going forward.’



### Neil Bradford

Head of Marketing & Communications,  
London Luton Airport

In his nine years at London Luton Airport he has overseen a wide range of communications projects that have helped the airport achieve significant recognition, including a number of prestigious industry awards and being named one of YouGov’s Top Ten Most Improved Brands. Neil brings a wealth of experience in media and public relations and was once a familiar face on television screens across the East of England, working as a reporter and presenter for both the BBC and ITV. Neil, who lives in Leighton Buzzard, also serves as a member of the Bedfordshire Committee for the East Anglian Air Ambulance and as an ambassador for Step Forward Luton. Passionate about Bedfordshire and its vibrant, diverse business community, Neil is eager to help the Chamber increase its reach and influence. Neil comments: “I’m passionate about championing Bedfordshire’s unique business community and look forward to helping the Chamber grow its impact and engagement across the region and further afield. As the husband of a small business owner, I also understand some of the challenges that businesses face and the importance of providing the right support and opportunities for growth, and I very much look forward to working with Justin and his team.”



## Could You Be an Award-Winner? WE'RE AWAITING YOUR ENTRY

'It's Time to Celebrate You!' – this is the slogan of our 2025 SME Bedfordshire Business Awards, and it's aimed squarely at your business, because we're sure you have great success stories to tell. The Awards will publicise the winners and finalists far and wide, so it's time for you to get involved!

### Maximum PR

The 2024 Awards showed that the programme delivers huge visibility for local businesses. We work our social networks, website content, email and newsletter promotions, and local, regional, and national media contacts to the max, before, during, and after!

### High-profile sponsorship

A variety of sponsors have put their name to the 2025 Awards, demonstrating the high regard in which the programme is held locally. Our Headline Sponsor is Essential Workwear. Platinum Sponsors include Aegis Support Services and Jaltek, and they're joined by 14 Gold Sponsors – Wrest Park Business Centre, Talk UK Telecom, London Luton Airport, FKCA Limited, RSP UK, ADA Cosmetics, Liebherr GB Limited, Resourceful People Group, The Bedford College Group, Luton Council, Quest Employment, Bartham Press, Austin & Carnley Solicitors and Wenta. Our Print Sponsor is Treacle Factory, our Media Partner is Business2Business, and our Charity Partner is Working Options.

### How to enter

You can enter up to three of the Awards' 21 categories at [www.bedfordshireawards.co.uk](http://www.bedfordshireawards.co.uk). Entries are open now and must be submitted in full by 21st March 2025.

### If you're a winner or finalist...

Judging will take place in April with finalists being announced shortly after this. Winners will be revealed at the Awards Dinner on Thursday 19th June at the Riverside Suite, Luton.

### "Is my business eligible to enter?"

Absolutely! If you've 250 employees or fewer, and operates in Bedfordshire, you're eligible to enter – no rules around sector or industry – and there are categories for individuals as well as companies.

### Next steps

Visit [www.bedfordshireawards.co.uk](http://www.bedfordshireawards.co.uk) to learn more and submit your entry, making sure you leave enough time to gather the supporting information.

## You may be a winner...



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*It has been an absolute honour to serve as the High Sheriff of Bedfordshire for the past 10 months, witnessing firsthand the incredible work being done within our community. One of the most common questions I receive from businesses is how they can contribute to the community, especially when financial constraints may limit their ability to donate. The good news is that giving back does not always require money.*

### Leveraging Business Skills for Community Impact

Every business, regardless of size or industry, possesses valuable skills that can be shared with the community. These skill sets are highly transferable and can provide meaningful support to charitable organisations and community groups. Here are just a few examples:

**Accountants:** Every organisation needs financial oversight. Offering basic guidance on budgeting, cash flow, and financial management can be incredibly valuable to charities that may not have dedicated financial staff.

**Lawyers:** Many small organisations lack the funds to seek professional legal advice, often leading to challenges with contracts and agreements. Providing pro bono legal guidance can help protect these groups and their missions.

**Social Media Experts:** A strong online presence is essential for charities to reach new audiences and supporters. Helping an organisation establish and manage social media accounts can significantly boost their visibility and impact.

**Retailers:** Many community groups rely on essential supplies for daily operations. Offering discounted goods or donating items – particularly food and drink nearing expiration – can help these organisations run more efficiently while reducing waste.

Just as your business requires a range of skill sets to operate successfully, so too do charities and community organisations.

### Practical Ways to Get Involved

Beyond professional skills, there are many simple yet impactful ways businesses can support their communities:

**Provide Meeting Space:** Many community groups lack a fixed base. Offering access to a meeting room periodically can reduce their overhead costs and provide a valuable resource.

**Volunteer Time:** Many companies now allocate volunteer days for employees to participate in community projects. Activities such as gardening at a care home or refurbishing a local shelter make a tangible difference.

**Offer Mentorship and Training:** Supporting individuals in their professional development by offering mentorship, internships, or training opportunities helps build a stronger local workforce.

**Supporting Local Charities or Nonprofits:** Partnering with organisations through donations, sponsorships, or in-kind support.

**Creating Job Opportunities:** Hiring locally and providing training or mentorship to help individuals build careers.

**Promoting Sustainability:** Reducing waste, recycling, or implementing eco-friendly business practices.

**Sponsoring Community Events:** Helping fund local festivals, sports teams, or initiatives to foster community spirit.

**Offering Discounts or Pro Bono Services:** Providing financial relief to individuals or charities in need.

**Encouraging Employee Volunteer schemes:** Allowing staff to participate in community service during work hours.

**Engaging in Local Economic Development:** Supporting local suppliers and businesses to strengthen the local economy.

### Small Actions, Big Impact

Often, these contributions do not require a significant financial investment, yet they add up over time to create substantial value. The key is to recognise that financial donations are just one way to give back—your time, expertise, and resources can be just as, if not more, impactful.

I have been involved in local advisory and governance positions as far back as I remember and a key part of leaving the world of employment and starting my own business was to be able to give me flexibility to be able to undertake more community and voluntary work. This has been a huge advantage in being able to fulfil my role as High Sheriff.

If your organisation is interested in finding ways to support the local community, I would be happy to discuss opportunities and connect you with relevant organisations that would benefit from your expertise.

By aligning your business efforts with community needs, you can create lasting positive change while reinforcing your company's values and commitment to social responsibility.

Let's work together to build a stronger, more connected Bedfordshire. If you're interested in exploring ways to get involved, I encourage you to reach out. Together, we can make a meaningful impact.



You'll find plenty of opportunities to connect with other Bedfordshire Chamber members and local businesses at our range of upcoming events. Here are just a few of the scheduled events in 2025:

## Mental Health in Challenging Times BUILDING PERSONAL RESILIENCE

6th March 2025 | 9am to 11.15am  
Wrest Park Business Centre, Silsoe  
Members: Free of Charge  
Non Members: £10 + VAT



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## Breakfast IN BEDS

19th March 2025 | 8am to 10am  
Central Bedfordshire College, Dunstable  
Members: Free of Charge  
Non Members: £15 + VAT



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## Women's Rugby NETWORKING LUNCH

in collaboration with Bedford Blues and The Athena Network

23rd March 2025 | 12 noon to 4pm  
The Dovecote Suite, Bedford Blues RFC, Goldington Road, Bedford  
£21.50 inc. VAT



In association with

## Meet the NEIGHBOURS

with Milton Keynes and Northamptonshire Chambers of Commerce

26th March 2025 | 12 noon to 2pm  
Mitchell Hall, Cranfield  
Members: £20 + VAT  
Non Members: £35 + VAT



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## Connect OVER COFFEE

3rd April 2025 | 9.30am to 11.15am  
IMPAKT Housing & Support, Bedford  
Members: Free of Charge  
Non Members: £25 + VAT



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## Chamber FOOTBALL TOURNAMENT

1st May 2025 | 4pm to 8.30pm  
Stotfold Football Club  
Individual - Member: £15.00 +VAT  
Individual - Non Member: £25.00 +VAT  
Team (6 or more) - Member: £80.00 +VAT  
Team (6 or more) - Non Member: £130.00 +VAT



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## Meet, Eat, CONNECT, REPEAT

13th May 2025 | 4pm to 6pm  
The Woodyard Café & Brasserie, Luton Hoo Estate  
Members: Free of Charge  
Non Members: £25 + VAT



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## Connect OVER COFFEE

22nd May 2025 | 10.30am – 12noon  
Champneys Wellness Resorts, Henlow  
Members: Free of Charge  
Non Members: £25 + VAT



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# QES Quarterly ECONOMIC SURVEY REPORT

Bedfordshire Chamber of Commerce Quarterly Economic Survey (QES) forms part of the British Chamber of Commerce's national survey and is the principal business survey in the UK. Its results are closely watched by both the Bank of England's Monetary Policy Committee and the Treasury. The data reveals a timely and accurate snapshot of the economic climate for businesses in Bedfordshire and beyond.

## Q4 2024 Findings

**Domestic Sales & Orders:** Nearly half (48%) of businesses reported increased domestic sales in the final quarter of 2024, while 38% remained steady and 14% experienced a decline. Similarly, 50% of companies observed stable future orders from UK customers, 30% reported growth, and 20% reported a drop.

**Overseas Markets:** Overseas performance was evenly split, with half of businesses reporting an increase in sales and half reporting steady sales. Despite global pressures such as exchange rates and inflation, respondents' forward order books indicate only 10% anticipate a potential decline in international orders in Q1 2025.

**Workforce & Recruitment:** Only 14% of firms recruited in the final quarter of the year, with 77% of respondents reporting no change in headcount. Looking ahead, businesses anticipate similar workforce stability, with only 9% expecting reductions in staff and 14% predicting further growth.

**Investment:** Overall, 28% of local companies reported increased investment in plant and machinery during the last quarter, 61% reported no change, and 11% reported a decrease. Over the same period, investment plans for training contracted by six percentage points, with 78% of respondents expecting their training commitments to remain unchanged.

**Cost Pressures:** Labour costs, taxation, and energy prices remain the most pressing concerns for businesses and continue to weigh heavily on local businesses' ability to invest. Following the latest Budget, respondents anticipate increased wage costs, reduced future recruitment, and lower wage settlements for current workers.

**Outlook:** Nearly two-thirds of respondents are optimistic that turnover and profitability will improve over the next 12 months even against a backdrop of significant upward pressure on prices. A striking 65% of companies reported intentions to raise their prices in the coming months.

## The Bottom Line

Responding to the findings, Director General of the British Chambers of Commerce, Shevaun Haviland, said:

"The worrying reverberations of the Budget are clear to see in our survey data. Businesses confidence has slumped in a pressure cooker of rising costs and taxes.

Firms of all shapes and sizes are telling us the national insurance hike is particularly damaging. Businesses are already cutting back on investment and say they will have to put up prices in the coming months.

The Government is rightly coming up with long-term strategies on industry, infrastructure and trade. But those plans won't help businesses struggling now.

Business stands ready to work in partnership to make the proposed Employment Rights legislation work for all, but the current plans will add further costs on firms.

To help business we need to see quick action in three specific areas. Firstly, ministers should accelerate business rate reform to create a system that incentivises investment.

We also need the Government to speed up infrastructure investment, to help SMEs in supply chains across the country. Finally, it's crucial to support exports, prioritising a better trading deal with the European Union.

Without urgent Government action to ease the pain on businesses, the challenging economic landscape will get worse before it gets better."



**Shevaun Haviland**  
Director General of the British Chambers of Commerce

To book or for further information call 01582 522448 or visit [my.chamber-business.com/events](https://my.chamber-business.com/events)



Pictured (left to right): Yiannis Koursis OBE, Justin Richardson, Richard Cooper, Robin Wabber-Jones, Rod Calvert OBE DL, Gina Bubbins, Scott Devine, Samm Larkin, Alasdair Simmons and Grant Sorrell

# Our New Strategic Partnership with BEDFORDSHIRE CHAMBER

*Yiannis Koursis, CEO, The Bedford College Group*

Here at Bedfordshire Chamber of Commerce, strategic partnerships are key to connecting businesses to organisations that can support their growth, and enabling those same businesses to give back to those same organisations, for the greater good of the communities we live in.

Mutual benefit equals effective cooperation – and our latest strategic partnership with The Bedford College Group, launched on 1st February, is very much a case in point.

We met with the Group's CEO, Yiannis Koursis OBE; an enthusiastic and hugely experienced ambassador for education, training, and business in the region, to gain some insight into the partnership, its goals, the activities it will involve, and the benefits it will deliver.

## The Bedford College Group: wide-ranging, far-reaching

Importantly, The Bedford College Group, Yiannis explains, is anything but a Bedford-only institution. Consisting of seven colleges across both Bedfordshire and Northamptonshire, it serves a population of over 1.1 million.

The Group's 19,000 students include those joining straight after school, apprentices, T Level students, Sixth Formers, adult learners some of whom are returning to education to gain GCSEs and English and math whilst others join to retrain for totally new careers. The Group also offers courses for undergraduates, – all ably taught and supported by almost 2,000 members of staff, many having experience of working in the industry they teach beforehand.

With such a varied student body and course choice, the Group prides itself on offering options for everybody, but it's also particularly strong in multiple disciplines, such as digital, health and social care, and engineering.

The Group also works closely with the Department for Work and Pensions (DWP) and the King's Trust to support workforce development and help further young people's confidence to pursue the careers of their dreams.



## Why is the partnership good news for the region?

The essence of the partnership is that it delivers benefit in multiple directions.

The Bedford College Group will showcase its students' abilities, the students will gain more effective access to employment opportunities, and businesses in the region will be able to recruit talent to support their growth and succession planning.

"Partnering with the Chamber is a way of enabling us to achieve our purpose," Yiannis says, "which is delivering value to students, the community, and regional businesses."

"It will enable us to tailor education and training solutions to meet businesses' needs and address the skills shortage that is such an issue for employers in the region and the UK as a whole. The partnership will create a bespoke engagement plan so we can ask businesses 'How can we help you? What are your growth plans, and how can our training, education, and students support enable you?'"

"From the students' point of view, they benefit from an up-to-date, business-aligned curriculum, access to business insight, and critical exposure to the world of work, as well as the opportunities for employment and apprenticeships that it offers."



## How will the partnership work in practice?

In Yiannis's words, the partnership exists to "bring businesses into us, and take our offering to the people who need it the most."

Collaboration on projects that drive meaningful opportunities for both students and local businesses – e.g. industry-led student challenges, work placements, and apprenticeships – will feature strongly in the partnership.

At the same time, the partnership will empower the Group to grow its brand and reach across local businesses by sitting on the Chamber's Board and acting as keynote speaker at the Chamber's business leader events and round tables.



## Building on a proven relationship

As a longstanding Chamber member, The Bedford College Group values our work highly, and Yiannis is excited by the many prospects for promotion and mutual support the partnership will bring.

"The Chamber team is very proactive, and really committed to the region," he says. "We're looking forward to leveraging our membership to reach out and add value to a variety of Bedfordshire businesses, of all types and sizes."



For more information about The Bedford College Group please visit [www.bedfordcollegigroup.ac.uk](http://www.bedfordcollegigroup.ac.uk) or call 0345 658 8990.



## Top 5 Small Business TRENDS FOR 2025

By Jennie Moore, The Grange 1906, Bedfordshire's luxury location

### 1. Collaborative Experiences

Solo workshops are out; multi-expert events are in. We've seen remarkable success with businesses coming together to run events, for instance marketers, photographers, and stylists offering full-package solutions. These collaborations share workload, reach wider audiences, and deliver exceptional value to attendees.

### 2. Micro-Retreats and Time Out

Long conferences are being replaced by focused, one-day sessions. Businesses choose inspiring venues like The Grange to step away from daily pressures, spark creativity, and accomplish twice as much. Our peaceful environment proves perfect for strategic planning and goal alignment.

### 3. Hybrid Workspace Solutions

With remote work normalised, businesses are choosing premium venues for key meetings rather than maintaining large offices. The Grange offers exclusive hire, ensuring privacy and fostering productivity. As our clients tell us, "It's amazing what the right environment can do for creative thinking and team alignment."

### 4. Community-First Events

There's a growing emphasis on purpose-driven gatherings that strengthen local communities. From International Women's Day celebrations to monthly coworking sessions, The Grange has become a hub for local businesses to connect and grow together. Our coworking initiatives saw increasing demand throughout 2024.

### 5. Business Reflection & Well-Being

The integration of business planning with well-being activities is gaining momentum. Many clients are choosing to host retreat days combining goal-setting with activities like journaling, sound baths, cookery, and yoga which have all been sell outs. With seven such events already booked for 2025, this trend shows no signs of slowing.

At The Grange, we're proud to provide the perfect setting for these evolving business needs. If these trends align with your 2025 plans, we'd love to hear from you.

[thegrange1906.co.uk](http://thegrange1906.co.uk)



## COPILOT IN TEAMS

### New Features, Agents & More

Microsoft Teams continues to evolve. It is a powerful hub for collaboration and communication in the modern workplace. With the integration of AI-driven Copilot, Teams is pushing the boundaries. It's innovating how we interact with technology to improve and unlock business value.

#### What is Copilot in Microsoft Teams?

Copilot is Microsoft's AI-powered assistant. In Microsoft Teams, Copilot acts as an intelligent agent. It helps users by doing things like automating processes, managing tasks, analysing data and providing real-time insights. Copilot provides actionable recommendations, transforming how teams collaborate.

#### Enhanced Collaboration Features

##### Automated Meeting Summaries

A standout feature is generating meeting summaries automatically.

##### Intelligent Task Management

It analyses conversations in chats or meetings, then automatically identifies tasks, assigns them to team members and tracks progress.

##### Smarter AI Suggestions

##### Context-Aware Responses

Copilot's AI has become more context-aware. This minimises irrelevant suggestions

##### Personalised Insights

As Copilot interacts with a team, it learns from past behaviors. For example, it can suggest the best times to schedule meetings.

Copilot agents are task-specific AI-driven assistants. You can customise them to handle particular functions or workflows. Agents focus on specific domains such as customer support, sales, or project management. This makes them a valuable asset for small and medium-sized businesses, allowing them to automate routine tasks, integrate with business tools and increase multitasking capabilities.

#### Benefits of Using Copilot in Teams

##### Increased Productivity

Copilot frees up time for employees to focus on more important activities.

##### Improved Communication

Copilot can summarise meetings, track action items, and offer context-aware suggestions.

##### Enhanced Decision Making

Copilot helps highlight trends, provide performance metrics, and identify areas of improvement

##### Better Workflow Management

Agents and automation tools help manage workflows.

The future of AI in tools like Teams presents an exciting opportunity. By adopting these AI-powered tools now, businesses can stay ahead of the curve.

To find out more about how to integrate AI and Microsoft co-pilot into your work, just contact Mollg from Node-IT at [mollg.rowley@node-it.com](mailto:mollg.rowley@node-it.com)



## An Amazing Year For GREENWOOD DRONES

Greenwood Drones has just celebrated its first year in business and to go from a business that only operated within Bedfordshire to now working nationwide, from Perth, Scotland to Kent and across the rest of the UK within one year, it is something I am incredibly proud of and would love to talk about.

As well as this, I have been able to secure a sponsorship deal with MK Lightning, the Milton Keynes Ice Hockey team which I also would love to celebrate. Being involved in the community is a huge part of what I do, offering my services to local projects and groups such as the church, non-profit groups and smaller businesses to help where I can and so connecting with the community through this sponsorship is something I am incredibly proud of. They are also utilising the aerial imagery I offer to further enhance their live broadcasts of the matches which I am very excited to provide, even streaming the drone footage in real-time onto the live broadcast as the drone is airborne above their stadium. Drone technology never fails to disappoint and I am proud to be at the forefront of offering my services.

We have also made some huge steps recently as the company gets more involved with different aspects of the construction industry scoring long term contracts with nationwide groundworks teams and solar panel installers who want to utilise the technology of drones as they see their benefits and capabilities within their line of work. We also have moved into a lot of London based work, specialising in flying within urban, densely populated areas. We are now also advancing into offering FPV drone services which are amazing from showing off business premises and also providing a drone tour of the inside of properties, amazing for real estate and property management companies. I am thrilled at how far the company has come after one year and can't wait to see what 2025 brings.

Harvey Greenwood | [greenwooddrones.co.uk](http://greenwooddrones.co.uk)





The Woodyard Café & Brasserie is open seven days a week!

Weekdays - 9:30am-3pm  
 Saturday Brunch - 10am-3pm  
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Unisnacks Join The Bedford College Group's EMPLOYER PARTNERSHIP SCHEME

The Bedford College Group is delighted to announce that Unisnacks, based in Biggleswade, has become the third employer to join its innovative Employer Partnership Scheme, designed to bridge the gap between industry and education.

Unisnacks are a leading world food and drink distributor, well-known for their popular brands and products, including Meiji Hello Panda biscuits and O's popping bubble tea, which are stocked in leading retailers such as Sainsbury's, Asda, Tesco, Morrisons, itsu, B&M and Selfridges.

The team at Unisnacks recently took two Business T Level students to the BBC Good Food Show as part of a work placement opportunity, providing valuable hands-on experience. Additionally, they are collaborating with second-year BTEC Business students on an exciting e-commerce project focused on digital marketing and social media.

Looking ahead, there are plans to introduce Unisnacks' products into the campus cafés, giving students access to some of their favourite snacks and beverages while fostering a closer connection between the company and the student community.

The Employer Partnership Scheme, launched in August 2024, is a pioneering initiative designed to bridge the gap between industry and education. Participating employers commit to engaging with The Bedford College Group throughout the academic year, creating a foundation for sustained collaboration, innovation, and mutual growth. Employers benefit from the scheme by gaining direct access to a talented pool of students, which can support recruitment efforts, and by influencing the curriculum to ensure students develop the workplace-ready skills they need.

Students across the Group also benefit greatly from the scheme. By working directly with local employers, they gain valuable hands-on experience and exposure to real-world industries, which helps enhance their employability and strengthens their CVs.

*The Employer Partnership Scheme is open to businesses across a wide range of industries and sectors. If your business is interested in joining this exciting initiative, please register your interest by emailing partnerships@bedford.ac.uk for more information.*



MEET HR DELIVERED

Here to make your workplace work better

We're not your typical HR consultancy. Founded in 2021, we're a dynamic team of HR experts who are all about making your workplace work better. Think of us as the critical, pragmatic friends who've got your back when it comes to people challenges.

Our mission? To cut through the HR complexity and give you exactly what you need, when you need it. No jargon, no unnecessary complexity - just practical, straightforward support that helps your business thrive.

With upcoming changes to the National Minimum Wage (NMW) and National Living Wage (NLW) in 2025, it's crucial for your company to stay ahead. Effective from April 1, 2025, these increases aim to help low-paid workers cope with rising living costs and move the NLW closer to two-thirds of median earnings.

- Key changes include:**
- National Living Wage (21 and over): £12.21 per hour (6.7% increase)
  - 18-20-Year-Old Rate: £10.00 per hour (16.3% increase)
  - 16-17-Year-Old Rate: £7.55 per hour (18% increase)
  - Apprentice Rate: £7.55 per hour (18% increase)

The substantial rise in the 18-20 age group rate is particularly noteworthy, as it narrows the gap with the NLW and anticipates potentially extending the full rate to 18-year-olds in the future.

For employers, these increases present both opportunities and challenges. While they can lead to improved employee motivation and productivity, they also impact business overheads, especially for those relying heavily on minimum-wage employees.

To prepare for these changes, you should review your payroll systems and budgets, explore ways to boost efficiency to offset increased costs and ensure compliance with the new rates across all age groups, consider working hours as this can catch you out!

It's crucial for businesses to stay informed and plan ahead to avoid potential penalties for non-compliance. The government has emphasised its commitment to being pro-business, pro-worker, and pro-growth, but it's up to individual companies to navigate these changes effectively.

Don't let these wage increases catch you off guard. To help you ensure you are fully prepared and compliant, HR Delivered are offering a FREE National Minimum Wage audit.

*If you would like to make sure you are doing what you need to do please reach out to hello@hrdelivered.co.uk, and we will arrange a consultation to ensure you are fully compliant with the changes!*





## Luton Family Business, Neville Trust, Celebrates Milestone 150-Year Anniversary

Long-standing family business, the Neville Trust Group of Companies, a significant employer in the region since 1875, is marking a major milestone in 2025 – 150 years of successful operations. Comprising Neville Funerals, Neville Special Projects and Neville Joinery, Neville Trust has built a legacy of delivering high-quality services across construction, joinery, and funeral management, establishing itself as a trusted and innovative business leader and as a staunch supporter of local community groups, charities and initiatives.

Reflecting on this landmark year to come, Vicky Trumper, Director and fifth-generation Neville family member, said: "It's an incredibly special year for us – our 150th anniversary is a testament to the enduring strength and adaptability of the Neville business and its teams while maintaining the values that have been at our core since the beginning."

"Our commitment to excellence and innovation continues to drive our businesses. From fostering talent through apprenticeships to adopting sustainable practices and supporting professional development, we've demonstrated that staying ahead in business is about both delivering exceptional services and investing in the future of our team and industries."

"As a responsible company, we recognise that the delivery of these services at a high-quality offers a valuable opportunity to make a positive contribution to the communities within which we operate – this has been our ethos from the start. These contributions include charity support and fundraising, continuous professional development and wellbeing opportunities, improving our sustainability, and educating the next generation of apprentices."

"Much of what was established by our founders in 1875 – Thomas and Edward Neville – persists to this day. And we are so pleased we get to celebrate this milestone with our wonderful team members, past and present, and the communities who have helped us along the way."

As part of its 150th anniversary celebrations, which will include a summer event for all employees (past and present) and their families, Neville Trust is rolling out several initiatives to emphasise its commitment to excellence and community impact.



Highlights include the launch of a 150-Day Volunteer Programme, empowering employees to dedicate their time to meaningful projects across the region; Charity Fundraising Efforts with some sporting events still being finalised – to raise funds for our four chosen charities of the year – Dementia UK, Mind Bedfordshire, School Readers and Keech Hospice Care and the launch of a Charity Recipe Book, with proceeds to be donated to Cancer Research UK. The history of the business, first published in 2000 at the 125th anniversary of the group is being rewritten to include the last 25 years as well.

The Trust will also be celebrating a significant 10-year anniversary for its monthly free bereavement support groups, Talking Elephants. Established to support the local community, these groups are run and managed by volunteers from the Neville Funerals team. Seeing more than 600 people every year across 9 locations in Bedfordshire, Hertfordshire and Buckinghamshire, the groups provide a much-needed service for those who have suffered the loss of a loved one.

Vicky continues: "We are proud to be one of the oldest businesses in the region but reaching 150 years is not just about celebrating the past, it's about recognising the present and preparing for the future. We've always embraced innovation and change while holding firm to the values that define us—integrity, quality, and service. This anniversary is a chance to reflect on our achievements and continue building a business that supports its people, clients, and communities."

The group was originally founded as T&E Neville in 1875 by Thomas and Edward Neville. The brothers, who were born and brought up in Luton, had both completed apprenticeships in joinery and began working for themselves as builders, joiners and coffin makers. It is due to their forward-thinking investment and strategy that the group continues to be in existence some 150 years later.

*For more information about Neville Trust Group of Companies, and its 150th year celebrations, visit the links below: <https://www.nevilletrust.co.uk/>*



## NEW SAFETY SCREEN

Enhances Visibility During Vehicle Breakdowns

National SME Business Awards Winner, Be-Seen-Screen, the brainchild of entrepreneur Richard Edwards, uses a micro-prismatic film to achieve high reflective performance in all light conditions, visible up to 500 metres. The lime-yellow and red chevron design is immediately recognisable as a warning.

The film is bonded to a reinforced backing to ensure durability in all weather. It fastens to the rear of cars, vans and small trucks using suction pads and has been tested by Millbrook Proving Ground for robustness and to ensure reflection at multiple angles.

The Millbrook data showed no displacement or detachment of the product at all testing speeds, and only minimal movement at 20 metres per second. It surpassed British Standards for the optical tests with many results also in excess of the Home Office standards for emergency vehicles.

Richard said: "With a Be-Seen-Screen on board, if your vehicle fails on a rainy afternoon in poor light conditions, you can have a bright, reflective warning sign in place in moments. By pressing the powerful suction pads to the rear windscreen or boot you can clearly and securely display the distinctive chevrons and 'broken down' message."

"The banner has the same reflectivity as emergency vehicles, day or night, to make other motorists aware of your stranded vehicle. It's an eye-catching and faster alternative to safety triangles where the 45 metre walk along the carriageway to put them in place represents a risk in itself."

Sold directly by Be-Seen-Screen or via Halford Online, the retail price is £29.95 but it will be discounted to £17.95 + VAT for volume orders. Richard has sold around 2,500 so far, primarily to individuals, but he is in talks with a number of national fleets.

Be-Seen-Screen is also available with replacement 'Broken Down' strips in different languages for those travelling abroad.

The product, has been endorsed by retired superintendent and former policing commander of Thames Valley Police Barry Halliday, who believes that the dangers posed by broken down vehicles need to be radically reduced, with the AA and RAC alone attending more than five million cases per year.

Halliday said: "As technology has changed with smart motorways, for example, the way all drivers of motor vehicles react to breakdowns also needs to change. This safety product, with the ability to deploy so quickly, will support them in doing so."

[be-seen-screen.co.uk](https://www.be-seen-screen.co.uk)

## Why would top talent choose to work for you?

Office recruitment specialist and Chamber members Tate share insight as to why this is the first question they explore with local hirers.

In a competitive job market, the question of why top talent would choose you is pivotal. Today, the most successful employee value propositions (EVPs) are holistic, people-focused, and culture-driven. Gone are the days when remuneration, bonuses, holidays, and personal development were the sole pillars of an EVP. Modern workforces, particularly Millennials and Generation Z, expect much more from their employers.

Top candidates are looking for purpose-led missions, high-performing teams, and inclusive environments. Flexible working practices, wellness programmes, and opportunities for remote work have become essential. Beyond these, many skilled professionals seek meaningful work, cutting-edge technology, innovative practices, and organisations with positive reputations both within their industries and in the wider community.

However, no employer can be all things to all people. The key is to craft an EVP that resonates with your target market while reflecting the authentic experience of your employees. An aspirational yet genuine EVP builds trust, which is vital for attracting and retaining top talent.

A well-defined EVP also ensures clarity in employer branding, preventing miscommunication about company culture or values. This consistency helps reduce attrition rates and makes your organisation stand out in a crowded market. Research by Gartner shows that businesses that deliver on their EVP can cut annual staff turnover by 69% and boost new hire engagement by nearly 30%.

Crucially, an EVP shouldn't just focus on permanent staff. With contingent worker engagement rising, businesses must extend their EVP to contractors and freelancers. Remote professionals may never set foot in your office, but they still care about how your company supports their career growth, remunerates fairly, and impacts their professional reputation.

By creating an EVP that resonates across your entire workforce ecosystem, you position your organisation as a desirable employer. In doing so, you'll attract top-tier talent, increase loyalty and drive long-term success.

If you'd like more information or support in developing a compelling EVP to attract and retain top talent, contact Tate. Your Bedfordshire recruitment partner committed to helping you build a workforce for success.

[Emma.tarbox@tate.co.uk](mailto:Emma.tarbox@tate.co.uk)



## Simpler Recycling Legislation MADE SIMPLE!

On the 31st of March 2025, a series of new laws relating to dry mixed recycling and food waste will come into effect across England. Under the new recycling legislation, businesses will be required to separate their dry recycling and food waste from their general waste by law. In line with the UK government's broader initiative to standardise recycling practices under the Environment Act (2021), this new legislation is aimed at reducing the environmental impact of the commercial sector and promoting sustainability.



### What is the new recycling legislation?

Businesses in England must arrange for its separate collection by a licensed waste carrier. ('Food waste' is defined to include a wide range of biodegradable materials, such as fruit and vegetable peels, bones, eggshells, coffee grounds and even tea bags). Dry waste recycling must be separate from the general waste.

### Key Requirements of the New UK Recycling Laws

The new recycling laws require businesses to segregate the following materials for recycling glass (empty drink bottles and rinsed food jars), metal (including drink cans, food tins, empty aerosols, aluminium foil, trays and tubes), plastic (rinsed empty food containers and bottles), paper/cardboard and food waste. These materials must be kept separate to ensure they are not contaminated by non-recyclable waste, maximising their potential for recycling.

### Who is affected by the new recycling laws?

The legislation specifies that it applies to all 'relevant non-domestic premises located in the area of an English waste collection authority'. To make this simpler, if you're a business or a non-household premises with 10 or more full-time equivalent employees the legislation requires you to separate all recyclable materials from general waste. The official deadline for business, including public and third-sector organisations like schools, hospitals, and prisons is 31st March 2025. Since the incoming legislation on separate recycling and food waste collections impacts a wide range of sectors – including restaurants, cafes, pubs, bakeries, care homes, offices, and transport hubs – it is strongly advised that, even if your business is small, you start separating recyclable materials and food waste as soon as possible. Doing so will help reduce costs and contribute to environmental sustainability.

### Preparing your business for the new waste laws

It's essential to start preparing for the law changes now. Regardless of your size or sector, here's how you can get ahead when it comes to staying on the right side of the law about food and recycling waste.



### 1. Start reducing your food waste

A problem halved is... well, a problem halved. It becomes much easier to manage your food waste if there is less waste to begin with. So, starting with reducing the amount of food left to spoil or rot is key. In organisations, this can be as easy as regular reminders to your staff – in the form of posters, signs, or training – to be mindful of expiration dates and preserving food properly e.g. putting sandwiches from a client lunch away into the fridges immediately to prevent spoil. All food waste is sent to Anaerobic Digestion, a technology that converts all food waste into renewable energy.

### 2. Start separating your waste

It's better to start sooner rather than later and get your staff into the habit of separating recyclables and food waste from general waste early on. Make sure that your workforce is aware of the general rules of thumb when it comes to what can and can't be recycled in a food bin, as well as your dry recycling and encourage a positive attitude towards proper waste disposal. A change of attitude does a lot of heavy lifting when it comes to waste management in an organisation. Of course, there is no point separating the two without making suitable recyclable and food waste collection arrangements – but that's where we come in.

### How SWS can help you...

Below you can find a list of ways in which Sommers Waste Solutions can help your business prepare for the new food waste legislation – from auditing your current wastage levels to providing an effective recycling solution for all food waste.

#### Give you a free Simpler Recycling quote

Call us at 01582 486442 or contact us online for a no-obligation quote tailored to your business's specific needs.

#### Assess your waste needs

We'll work with you to estimate the amount of recyclable & food waste your business generates daily or weekly and recommend the right bin sizes and collection frequency.

#### Schedule food waste collections

Depending on your needs, we'll arrange regular collections to ensure your food waste is handled efficiently and in compliance with the law.

#### Provide you with free food waste bins

Sommers Waste Solutions provides the appropriate bins for your food waste at no extra cost—your business only pays for the collection services.

#### Offer ongoing food waste management support

Our team will continue to support your business, ensuring that your waste management processes remain compliant as regulations evolve.

*For more information about food waste recycling or to receive a free quotation for any waste management requirements, please contact Sommers Waste Solutions on T: 01582 486442 E: info@sommerswastesolutions.com or take a look at our website www.sommerswastesolutions.com*

## ROOM2GIVE The New ESG Initiative at Wyboston Lakes Resort

Wyboston Lakes Resort has launched Room2Give, its latest Environmental, Social, and Governance (ESG) initiative that will not only reduce consumption, but also enable the Resort and its guests to support local community organisations. Guests staying at the venue's Woodlands Event Centre or Willows Training Centre for more than one night will be able to choose which of three local charities to support by opting out of room cleaning. Every time a guest opts out, a donation is made to the Room2Give fund. Guests actively choose which charity their contribution supports by hanging the corresponding door hanger.

Each room will have four door hangers:

- One for The Pavement Project, Bedford, advocating for the homeless and those in need. Providing essential food, clothing and toiletries, positive interaction and platforms for personal growth and educational development.
- One for Samuel Pepys School, St Neots, a special educational needs (SEN) school that offers vital support and resources to children with learning disabilities.
- One for Woodgreen Pets Charity, Godmanchester, which rehabilitates and rehomes dogs, cats and small pets, and provides hands-on support for pets in homes.
- One for a "Spruce Up" (cleaning service).

If no hanger is displayed, the "charity of the month" will automatically receive the donation. Each week, the featured charity rotates to ensure balanced exposure.



Louisa Watson, Marketing Director & Sustainability Lead at Wyboston Lakes Resort, explains: "In developing Room2Give, we wanted to deepen our commitment to ESG responsibility while making a meaningful difference in our local communities. The scheme reflects our core values of community engagement and social responsibility, strengthening ties with the areas in which we operate."

The new scheme is set to build on the phenomenal success of the venue's Room2Grow initiative. Whenever a guest staying more than one night opted not to have their room cleaned, the Resort committed to planting a tree in its 380 acres of grounds. After just 30 months, the Resort team is in the process of planting more than 60,000 trees.

Wyboston Lakes Resort is totally committed to its philosophy of being 'More Sustainable, No Apology'. Reflecting this, it has been independently accredited and earned gold status from the Green Tourism Awards, EcoSmart Platinum Venue Award from Greengage Solutions and IACC, the highest level of accreditation.

As its most recent initiative, more than 3,200 solar panels were installed across the site in 2024 as part of its Green Energy Roadmap to make the site increasingly self-sufficient with green energy.

Simon McMahon, Operations Director at Wyboston Lakes Resort, adds: "We're always looking for new ways to reduce the impact on our planet and together with our guests, through Room2Give we will be making a difference—one room at a time."

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

## IMPAKT Housing & Support SUPPORTED LODGINGS

If you are over 25, live in Bedford Borough and have a spare room, you could earn £132 per week whilst making a positive IMPAKT to young people.

IMPAKT's Supported Lodgings scheme is a bit like fostering but less involved. It provides accommodation to young people 16-25 who may be leaving care or find themselves homeless, and would feel happier in a community setting.

You (the host) would be paired with a compatible young person to ensure you get along, and you will both receive support and training to help the placement be successful. Hosts can be individuals, couples, or families and they will receive full training to prepare them for the role. Our Supported Lodgings Coordinator will support and guide you every step of the way.

*If you're interested in finding out more and having an informal chat, please email [jodi.lovelock@impakt.org.uk](mailto:jodi.lovelock@impakt.org.uk).*



**Become a Supported Lodgings Host**

Provide accommodation for people aged 16-25, who may be leaving care, or find themselves homeless and who would feel happier in a community setting.

You can earn up to: **£132** per week

Anyone that:

- > Has a spare room
- > Lives in Bedford Borough
- > Is over the age of 25

Can become a host!

[impakt.org.uk/supported-lodgings/](http://impakt.org.uk/supported-lodgings/)

# Member PROFILES



**Better Together**  
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**Member PROFILES** are provided as part of membership to the Bedfordshire Chamber of Commerce. You can learn more about becoming a member, so you too can enjoy this and a host of other benefits, simply by calling us now on 01582 522448 or by emailing [info@chamber-business.com](mailto:info@chamber-business.com)

## Birmon Trading Group Limited

📍 Morfaw Oliver Atem  
☎ 07538 646592  
✉ [birmongroup@yahoo.com](mailto:birmongroup@yahoo.com)  
👉 [birmontradinggroup.com](http://birmontradinggroup.com)



At Birmon Trading Group Limited, we have established ourselves as a trusted and reliable business partner in the cocoa and coffee beans, black & white pepper, coconut oil exporters from Cameroon. Our reputation is built on our unwavering commitment to delivering the highest quality coffee and cocoa beans, coconut oil, black & white pepper at competitive prices. We take pride in our meticulous approach to sustainable sourcing, processing, and delivering of our products.

## ENER-J

📍 Jitendra Sakhrani  
☎ 01291 446105  
✉ [support@enerjsmart.co.uk](mailto:support@enerjsmart.co.uk)  
👉 [enerjsmart.co.uk](http://enerjsmart.co.uk)



ENER-J, based in Luton, is a leading provider of smart home and designer LED lighting solutions for homes, offices, and warehouses. Our unique products include wireless kinetic switches, sky cloud LED panels, LED floodlights, and high bay lighting, all designed to enhance functionality and aesthetics.

## Marmite Fine Dining Catering

📍 Ian Marvell  
👉 [marmitefinediningcatering.com](http://marmitefinediningcatering.com)



A bespoke catering company providing bespoke menus, fantastic customer service and marking a truly memorable experience. Marmite Fine Dining Catering takes care of every detail by adding creativity, the finest quality ingredients, and a flawless workflow to the mix. You name the celebration, describe the look and feel you are going for, and then relax. You can count on us to provide you with everything you need for your big event. We serve clients at home, corporate settings, wedding venues, delivery service with private chefs, canapé events, afternoon teas, buffets, grazing platters, experienced waiting staff, event planning or even a cook and deliver service for those busy clients.

## Xertilox Ltd

📍 Emma Debroye  
☎ 07815 881591  
✉ [emma.debroye@xertilox.com](mailto:emma.debroye@xertilox.com)  
👉 [xertilox.com](http://xertilox.com)



Xertilox provides businesses with a secure and easy way to verify identities and documents. Our digital platform connects directly to official sources, delivering fast and accurate vetting and onboarding. We work with industries such as construction, recruitment, and logistics to save time, improve compliance, and reduce onboarding times from weeks to real-time.

## Digital Dawn

👉 [digital-dawn.com](http://digital-dawn.com)



Proudly serving Bedford, UK, as a Chamber of Bedford member! We offer premium digital marketing services designed to boost local business success. Partner with us to enhance your online presence, reach more customers, and achieve your growth goals.

## GM Safety

📍 Gary Magee CMIOSH PIEMA  
✉ [gary@gmsafety.co.uk](mailto:gary@gmsafety.co.uk)  
👉 [gmsafety.co.uk](http://gmsafety.co.uk)



GM Safety currently helps over fifty companies in construction, retail and other sectors to remain safe and legal with practical Safety, Health and Environmental advice and assistance. Work can be lost if documents, procedures and training are not in place. Our role is to keep you working but safely.

## Pro-Lite Technology Ltd

📍 Jagoda Zajac  
☎ 01234 436110  
✉ [info@pro-lite.co.uk](mailto:info@pro-lite.co.uk)  
👉 [pro-lite.co.uk](http://pro-lite.co.uk)



Pro-Lite, a Cranfield-based supplier, specialises in photonics equipment and services, including light measurement instruments, photometry, lasers, opto-mechanics, optics, and spectroscopy. Pro-Lite provides laser safety training and photometry and photobiological training workshops. Part of the Pro-Lite Group, it includes Photometric & Optical Testing Services, SphereOptics Germany, Pro-Lite France, and Pro-Lite Iberia.

## Doorstep Promotions

📍 Nathan Jacobs  
☎ 01234 396939  
✉ [nathan@doorsteppromotions.com](mailto:nathan@doorsteppromotions.com)  
👉 [doorsteppromotions.com](http://doorsteppromotions.com)



Doorstep Promotions is a leaflet marketing company specialising in measurable results via QR code scans, phone calls, and email inquiries. We optimise campaign outcomes using A/B testing and an iterative design process. Contact us to learn more!

## Go Cars Luton

📍 Tyler Pickford  
👉 [goluton.com](http://goluton.com)



We are Go Cars, the largest Taxi/Private Hire company in Luton & Bedfordshire with over 600 vehicles on our fleet. We offer Corporate Account Taxi services to businesses to help transport clients across the UK. We specialise in Airport Transfers from all airports across the UK.

## Viewpoint Pictures

📍 Thomas Young  
☎ 07757 199372  
✉ [tom@viewpoint-pictures.co.uk](mailto:tom@viewpoint-pictures.co.uk)  
👉 [viewpoint-pictures.co.uk](http://viewpoint-pictures.co.uk)



At Viewpoint Pictures, we offer tailored video production services with global expertise. Whether you need a vibrant promotional video or a heartfelt documentary, our team is dedicated to bringing your vision to life using diverse styles and techniques to meet your unique needs.

## Enduro Finance Limited

📍 Chris Smith  
☎ 01525 658920 | 07521 471250  
✉ [chris@endurofinance.com](mailto:chris@endurofinance.com)  
👉 [endurofinance.com](http://endurofinance.com)



At Enduro Finance, we provide funding solutions for SMEs across Bedfordshire and beyond. From asset finance and business loans to cashflow support, VAT loans, and commercial property funding, our transparent approach ensures tailored solutions to help your business grow and thrive

## Hamberley Care Homes

(Elstow Manor, Wixams)  
📍 Val Foley  
✉ [valerie.foley@hamberleycarehomes.co.uk](mailto:valerie.foley@hamberleycarehomes.co.uk)  
👉 [hamberleycarehomes.co.uk](http://hamberleycarehomes.co.uk)



At Hamberley Care Homes discover luxury living in a welcoming community, where comfort meets elegance. Our award-winning Homemaker model creates a family-like environment, fostering a sense of nurturing and shared care. It's this unique approach that sets us apart, offering residents a true sense of belonging, security, and a vibrant atmosphere to enjoy life.

## We-Mix Global Ltd

📍 Alberto Soteldo  
☎ 0203 4321386 | 07846363353  
✉ [alberto@we-mixglobal.com](mailto:alberto@we-mixglobal.com)  
👉 [we-mixglobal.com](http://we-mixglobal.com)



We-Mix Global is more than just an international trading company, connecting businesses with high-quality products worldwide. We specialize in healthy products free from: gluten, sugar, soy, preservatives, dairy and egg, identifying opportunities and working-together achieving business goals. Our aim: a sustainable future built on ethical partnerships inspiring growth and innovation.

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# New MEMBERS



We would like to extend a very warm welcome to all **New MEMBERS** of the Bedfordshire Chamber of Commerce. You can learn more about becoming a member and all of the associated benefits by calling us now on 01582 522448 or by emailing your enquiry to [info@chamber-business.com](mailto:info@chamber-business.com)

## Beeveejay Ltd

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

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## Busy Networking

[www.busynetworking.net](http://www.busynetworking.net)

Professional business networking for Bedfordshire, Buckinghamshire & Northamptonshire.

## Circle Insurance Services Ltd

[circlegroup.co.uk](http://circlegroup.co.uk)

Independent insurance broker.

## Coach Write Speak Ltd

[rumyana-nyathi.com](http://rumyana-nyathi.com)

Personal Coach. Prioritising YOUR Growth Drives Your Business Success.

## CYS Security Ltd

[cysgroup.co.uk](http://cysgroup.co.uk)

Security - Cleaning - Facilities Management - Consultancy - Training. Providing clients with a service of the utmost excellence, efficiency and effectiveness.

## Delphini Accounting, Tax & Advisory LLP

[delphiniaccounting.co.uk](http://delphiniaccounting.co.uk)

Forward thinking & transformational accountants. Financial mentors dedicated to helping businesses kick-start and refresh, achieving scalable, sustainable growth with positive results.

## Digital Dawn

[digital-dawn.com](http://digital-dawn.com)

Comprehensive digital services that are designed to help your business grow, from websites to digital marketing.

## Doorstep Promotions

[doorsteppromotions.com](http://doorsteppromotions.com)

Impactful leaflet marketing. Cut through the noise and land directly into the daily narrative of your potential customers with our streamlined leaflet campaigns.

## Enduro Finance Limited

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

Whatever your goals, the right financing can bring them to life. From flexible leases to strategic asset refinancing, our tailored finance solutions open doors to new possibilities.

## Enerj Smart Ltd

[www.ener-j.co.uk](http://www.ener-j.co.uk)

ENER-J is a leading UK-based brand specializing in smart home automation, and LED lighting solutions. Their extensive product range includes over 70 smart devices.

## GM Safety

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

Assesses, supports and leads customers to achieve Health and Safety compliance and realise value through: - Competent Safety Advice - Health and Safety Management Assistance - Completing Health and Safety Actions.

## Go Cars

[goluton.com](http://goluton.com)

Private Hire & Taxi Service.

## HR4Consulting

[hr4consulting.co.uk](http://hr4consulting.co.uk)

Specialise in integrating Human Resources and sustainability to help businesses thrive in their journey towards Net Zero. HR Consultant, Breathe HR Partner and Carbon Accounting Practitioner.

## KickstartSEO Limited

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

SEO solutions that make your email ping and your telephone ring. KickstartSEO helps small businesses improve their online visibility through effective search engine optimisation.

## Lussmanns Woburn

[www.lussmanns.com/restaurants/woburn/](http://www.lussmanns.com/restaurants/woburn/)

The largest and newest Lussmanns restaurant. The classical, three-storey, Grade II-Listed Georgian building offers a fabulous space for an intimate dinner to a business lunch, a family get-together or celebration.

## Marmite Fine Dining Catering

[marmitefinediningcatering.com](http://marmitefinediningcatering.com)

Bespoke Caterers for all things food-related.

## Pebblerose Wealth Limited

[pebblerswealth.com](http://pebblerswealth.com)

Financial adviser.

## Pharma Modus Limited

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

Pharmaceutical Wholesaler.

## Pro-Lite Technology Limited

[www.pro-lite.co.uk](http://www.pro-lite.co.uk)

Supplier of specialist equipment and services with a technical focus in the areas of photonics: instruments for measuring light and the optical properties of materials; photometry; lasers and laser safety equipment; opto-mechanics and nano-positioning equipment; optics and optical materials; and spectroscopy and spectral imaging.

## Sales Geek

[www.salesgeek.co.uk/franchise/milton-keynes/](http://www.salesgeek.co.uk/franchise/milton-keynes/)

A part time Sales Director solution for businesses who want to benefit from years of experience but may not yet be ready to commit to recruiting a sales director full time. We can help if you have a specific project in mind with the focus of increasing sales and revenue or want someone experienced and skilled in your business driving the sales for you.

## SJT Training Ltd

[linkedin.com/in/sjt-training-1995a8236/](https://www.linkedin.com/in/sjt-training-1995a8236/)

Provider of fully-certified forklift driver training, for all types of forklift.

## Snap Snap Spencer Photography

[snapsnapspencer.online](http://snapsnapspencer.online)

Photographer specialising in Personal Branding Photography, Portraits and Headshots. Helping entrepreneurs and business owners create awesome, bespoke, consistent, eye catching branding visuals.

## Sytner Luton - BMW & MINI

[www.sytner.co.uk/bmw/dealerships/luton](http://www.sytner.co.uk/bmw/dealerships/luton)

Official authorised BMW & MINI Centre located less than 1 mile from J11 of the M1 covering Luton and surrounding areas.

## TC Kitchens

[www.tc-kitchens.co.uk](http://www.tc-kitchens.co.uk)

Your perfect kitchen, minimal fuss, maximum quality. From supplying a kitchen for your own installation team, to extending your home and complete project management, we have you covered.

## The Conservatory

[lutonhooestate.co.uk/the-conservatory/](http://lutonhooestate.co.uk/the-conservatory/)

The Conservatory at Luton Hoo Estate Walled Garden is ideal for weddings, parties, celebrations and corporate events. With flexible venue hire it allows you to put your individual stamp on your event and make it truly unforgettable.

## Veruth Holdings Ltd

[veruthholdings.com](http://veruthholdings.com)

Private long-term equity investor.

## We-mix Global LTD

[www.we-mixglobal.com](http://www.we-mixglobal.com)

We-Mix Global is a dynamic international trading company, connecting businesses with high-quality products worldwide, specialising in healthy, gluten-free options.

## Xertilox Ltd

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

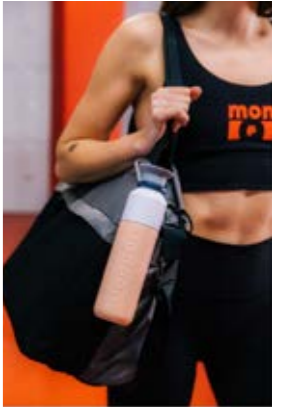
Transforming Digital Verification for a Connected World. Xertilox is the world's FIRST UNIVERSAL WALLET for sharing aggregated and verified personal data, using blockchain and tokenisation.



Must have merchandise for the season!

## Spring Into Style !

As the flowers bloom and the days grow brighter, it's time to freshen up your merchandise! Whether you're gearing up for events, promoting your brand, or just looking to spread some spring cheer, we've got you covered with vibrant, seasonal products that are guaranteed to turn heads.



## Top Picks for Spring!

- Eco-Friendly Tote Bags: Stylish and sustainable for those farmers' market trips or weekend picnics. Add your brand for that perfect spring vibe!
- Branded Water Bottles or our iconic Doppert bottles - because saving the planet never looked this good
- Spring-Themed Mugs: Brighten up coffee breaks with colourful mugs featuring blooming florals or bold designs—ideal for retail or staff gifts.
- Full-Colour Notebooks: Capture those creative springtime thoughts with vibrant notebooks that make writing a joy!
- Outdoor Event Must-Haves: Think branded caps, picnic blankets, and sun-safe merchandise to keep your audience smiling all season long.

Spring is the season of new beginnings—why not give your merchandise a fresh look too?

Ready to bloom into action? Let's chat about how to make your brand pop this spring!

To discuss a fresh new range of innovative promotional gifts in more detail, give us a call on 07852 951425 or drop an email to [sales@thelittlebrandingcompany.co.uk](mailto:sales@thelittlebrandingcompany.co.uk) - failing that, if you've got a few minutes, grab a cuppa and have a browse of our website!!



# Exquisite spaces, *inspired minds*

## MAKE BUSINESS A PLEASURE AT CHAMPNEYS HENLOW

Set within stunning grounds of Bedfordshire countryside, Champneys Henlow blends timeless English charm with world-class spa facilities. The manor house offers unique meeting rooms, rejuvenating wellness spaces, 73 bedrooms, a show-stopping pool, and gorgeous grounds where the River Hiz flows through.

Located just off the A1 (M), and easily accessible via the M1, it provides a perfect environment for business and leisure to mix.

