

OUR COMMUNITY PARK MAGAZINE

WINTER 2024



MAKE TIME FOR COFFEE WITH COLLEAGUES

PAY A VISIT TO BBP'S LATEST MEETING PLACE – WHEAT 'N' COFFEE



hello!

Welcome to your Winter 2024 edition of 'Our Community' magazine.

As the year draws to a close and the crisp chill of winter settles in, we're delighted to bring you the latest updates, stories, and events from our vibrant community here at Birmingham Business Park.

This season, we're all about connection and growth – perfectly paired with a hot drink from our newest addition, Wheat 'n' Coffee! Whether you're looking for a quiet corner to work or a place to catch up with colleagues, Wheat 'n' Coffee has you covered.

But the excitement doesn't stop there!

We're thrilled to share that another food offering will be joining us in 2025, further enriching our community with even more options for lunch.

Stay tuned for updates on what promises to be another fantastic addition to the park!

As we embrace the festive season, let's celebrate the incredible achievements and shared moments that make our business park so special. From holiday events to warm welcomes, we've packed this issue with stories and updates to inspire and connect.

Thank you for being part of our thriving community, and here's to a warm and wonderful winter ahead! As always, I'd love to hear from you! If you've got a story you'd like to tell, or a club you'd like to set up, feel free to email me at lori@birminghambusinesspark.co.uk

See you around!

Lori Henebury, Marketing, Community and Business Development Manager



Introducing YOUR NEW

Did you know?



Did you know a defibrillator is located at the Park Management Hub? If you ever need it, contact security at 0121 717 7000 line 1





Pictured: A first look at Wheat 'n' Coffee with its special prayer room, above



PLACE TO MEET AT BBP

Have you tried Birmingham Business Park's new coffee hot spot – **Wheat 'n' Coffee**?

With its motto of 'Warmth in Every Sip' the Park's newest cafe – Wheat 'n' Coffee – is the perfect place to enjoy a coffee, pastry or fresh lunch.

But, in a nod to the original role of coffee houses, founders Kay and Qas also wanted to create a welcoming space where businesses can meet to discuss ideas and do business over coffee and food.

Companies are invited to hold everything from meetings and interviews to social events at the venue, which is based at Waterside on the Business Park.

You can even book a private meeting space, designed for small gatherings, business discussions and quiet work sessions, for £25 per hour through its website.

Each booking includes complimentary freshly brewed coffee, a selection of soft drinks and hot food.

Kay and Qas' ethos is reflected in Wheat 'n' Coffee's name with 'Wheat' symbolising the idea of harvest while 'n' stands for networking.

All the ingredients for its food and drink, which includes classic coffees, soft drinks, herbal teas, fresh pastries, tacos and samosa chaat, are sourced from local and sustainable sources wherever possible.

Kay explains: "We have a passion for great coffee and delicious food and we wanted to

create a welcoming space for the community to gather together to enjoy it. We'd also like Wheat 'n' Coffee to be an informal venue where businesses can meet and hold everything from interviews to social events.

"We can't wait to welcome people to Wheat 'n' Coffee and we'd like to invite all those who haven't met us yet to pop in and say hello and find out how they can use our space."

Did you know the first coffee houses were known as 'Schools of Wisdom' thanks to their reputation as places where people gathered to meet and share ideas over their favourite drink?

WHERE TO FIND YOUR HOT DRINKS AND LUNCH SNACKS AT BBP




PARK MANAGEMENT HUB:
1 Wheat N Coffee
2 Greggs

For more information and to book a meeting visit www.wheatncoffee.co.uk

Inspire Activity

WORKPLACE WELLBEING THROUGH MOVEMENT AND PLAY

 In today's fast-paced working world, the wellbeing of employees is paramount.

Many companies have recognised the importance of fostering a positive workplace environment. Enter Inspire Activity, an organisation dedicated to bringing fun, team-oriented movement activities like the Summer of Sport events held across June, July, and August at Birmingham Business Park.

Their mission is simple yet powerful: to encourage people to move more and foster connection through play, transforming the way we look at health and productivity in the workplace.

Dennis Kennedy, Founder of Inspire Activity, shares five ways businesses can benefit from adopting a Move More approach:

1. WHY MOVEMENT MATTERS IN THE WORKPLACE

Movement is a fundamental component of a healthy work environment. It helps counteract the physical strain of sedentary office life and can reduce long-term health risks associated with inactivity. Beyond the physical, regular activity boosts energy levels, sharpens focus, and can foster a more vibrant work culture. By integrating movement into the workday, companies can see both immediate and long-term benefits for their employees' overall wellbeing.

2. BUILDING A HEALTHIER, HAPPIER TEAM

When employees feel healthier, they are often happier and more engaged. Physical activities break up the day, giving staff a chance to recharge, socialise, and return to tasks refreshed. Investing in wellness is a way of showing employees they are valued, which can enhance morale and productivity. A healthier team is



Dennis Kennedy, founder of Inspire Activity

more resilient, engaged, and better equipped to manage daily challenges.

3. CUSTOMISED CHALLENGES AND INCENTIVES TO MAINTAIN MOMENTUM

Offering challenges and incentives tailored to the team's preferences can make movement an engaging and rewarding part of the workday. Companies can introduce activities like step challenges, mini team-based sports, or virtual wellness programmes that appeal to everyone, regardless of fitness level.

The summer of sport programme we delivered at Birmingham Business Park this year was tailored to ensure people had enough time to take part in the games during their lunch break. Quick and fun 10-minute activities, like the egg-and-spoon race, duck drainpipe racing and basketball shoot outs, allowed everyone to join in while still having time to grab a bite to eat

4. ENCOURAGING MENTAL HEALTH THROUGH MOVEMENT

Physical activity is a powerful tool for managing stress and boosting mood. Simple activities like walking meetings or short desk exercises can alleviate the mental strain of a busy workday.

When companies champion movement as part of their mental health strategy, they help create a supportive environment where staff can recharge, increase resilience, and find joy in their work.

5. MAKING WELLNESS FUN AND ACCESSIBLE

The key to a successful wellness strategy is accessibility. Offering activities that are easy to join, adaptable, and enjoyable ensures everyone feels included.

Whether it's a light-hearted team sport, a group stretching session, or a walk around the park, providing options that fit various interests and schedules encourages widespread participation and makes wellness a seamless part of company culture.

By embracing the Move More approach, businesses can unlock the potential of a happier, healthier, and more connected workforce. Inspire Activity can help transform workplaces into environments where wellbeing is at the forefront.

If you'd like to connect with Dennis and learn more about Inspire Games and how they can support your company's wellbeing strategy, email him at dennis@inspireactivity.co.uk

LABOUR'S EMPLOYMENT BILL OF RIGHTS

5 points to consider

COLDEN HUMAN RESOURCES LTD – ABOUT US

Established in 2009, Colden HR Ltd provides cost effective, value adding HR solutions for employers, offering practical and straight forward HR advice at both strategic and operational levels.

Working closely with SMEs, charities, educational settings and the public sector, we provide a full range of support including HR strategy development, recruitment, employee relations, grievance & disciplinary processes, performance and absence management, redundancy and restructuring – essentially anything an in-house HR department would deal with.

Compliance with employment legislation is only part of the HR story and we work closely with employers to ensure they remain on the right side of the law. However, at Colden HR, we are vocal advocates for a fair and ethical approach to HR management and the belief that if you treat your staff well and develop a positive working environment, this will naturally result in a successful, thriving organisation. We encourage employers to look beyond compliance in their HR practices and to aspire to become an employer of choice and we are always delighted to support them through this journey.

2025 into 2026 will be a challenging time for employers with many impending changes to HR and employment law following the publication of the new Government's Employment Rights Bill, heralded as the most major change to employee rights in a generation.

All companies will need to stay abreast of the changes as the details emerge and will need to modify their policies and processes but there is no 'one size fits all' approach. Where we excel as a business is partnering with organisations, proactively, to guide them and help them to translate those HR principles and forthcoming changes in a way which is compatible with their unique values and culture.

If you need help to navigate incoming changes positively, please contact us; Patricia@coldenhr.co.uk or 0121 284 0852



The Labour Party's proposed Employment Bill of Rights has been generating a lot of chatter at a time when workplace rights are becoming more of a public discussion than ever before. This legislation promises to strengthen protections for workers across the UK, from job security to pay transparency. In this article, Patricia Colden, pictured, breaks down some of the key features of the Employment Bill of Rights and what it could mean for your everyday working life for business owners and employees!



1. STRENGTHENING JOB SECURITY

One of the standout features of Labour's Employment Bill of Rights is its focus on job security. The proposal aims to make it harder for employers to dismiss employees unfairly. Currently, employees often face uncertainty around dismissal, especially in non-unionised or temporary roles. Under the new law, protections will

be extended, meaning that workers will have greater security in their positions, and employers will need a stronger case to justify a dismissal.

2. FLEXIBLE WORKING AS THE DEFAULT

The pandemic introduced a major shift in how people view work-life balance, and the Employment Bill of Rights aims to build on that shift.

Under the proposed law, flexible working would become the default option for employees from day one, not just a perk for select workers. This means that workers could have the right to request flexible hours, remote work, or part-time arrangements without jumping through hoops or facing discrimination.

3. PROTECTION AGAINST EXPLOITATION FOR LOW-WAGE WORKERS

Labour's Bill also promises to protect workers in lower-wage, often in vulnerable industries from exploitation. This includes workers in hospitality, retail, and other low-paid sectors, where practices like unpaid internships or zero-hours contracts have been widespread.

The Bill would seek to restrict, and in some cases, ban these practices and ensure that all workers, irrespective of their role, receive fair pay and treatment.

4. A MORE TRANSPARENT AND SUPPORTIVE WORKPLACE

Transparency in the workplace is a core theme of the Employment Bill of Rights. It proposes clearer guidelines for employers regarding health and safety standards, grievance procedures, and protections against harassment.

Additionally, the Bill will introduce stronger protections for whistle-blowers, ensuring that employees can report unsafe working conditions or unethical practices without fear of retaliation.

5. EXPANDING PAID LEAVE

The proposed Bill also addresses the issue of paid leave, expanding provisions for everything from parental leave to sick leave. Labour's proposals include making paid sick days more accessible and ensuring that those taking parental leave are fully supported financially during their time off work.

The Employment Bill of Rights represents a significant step toward improving working conditions and rights for employees across the UK.

While the Bill is still under discussion, it's clear that if these proposals are passed, they aim to bring about a fairer, more supportive workplace for many.



LOTS OF FESTIVE FUN AT

£700 raised for charity at popular annual Christmas event



It was beginning to look a lot like Christmas at Birmingham Business Park with the return of our popular wreath making workshop!

The annual event is a chance for businesses across the park to get in the festive spirit, learn a new skill, meet their neighbours and create a beautiful and sustainable Christmas wreath to take home.

The activity, which is exclusive to businesses at the Park, took place at the Main Lake on Thursday, November 28, and was hosted by our talented landscaping team, Nurture.

During a series of relaxed one-hour workshops the team showed everyone taking part how to make a unique decoration from sustainable materials, such as pine cones and festive slices of dried oranges.

As well as being a chance to have fun and network in a relaxed atmosphere the event also raised money £700 for Birmingham Hospice through donations from those taking part.

Sue Tyler, from GKN Automotive, said: "The atmosphere is always so upbeat, and it is lovely to have so many things to choose from to adorn our wreaths with. I have to say I am extremely happy with my wreath, and it takes pride of place on my front door, so thank you for arranging this fabulous event every year."

Rachael Taylor from Primis Mortgage Network, said: "This was my first time attending the wreath making workshop and it was so much fun! Something different to try and you get to take a beautiful decoration home ready for Christmas. Not only this but knowing that contributions to the workshop go towards a great cause, make the experience even more rewarding.

"Thanks to Lori and the team am for organising, I have yet to be disappointed by an event at BBP and look forward to attending more when I can."

Amarjot Butcher, from Paradigm, said: "I just wanted to extend a massive thank you to the team and all involved in your wreath making event.

"This is the first time I have ever done anything like this through my work and think it was such a lovely, worthwhile thing to do with my new colleagues. What a great way to spread some Christmas cheer and team bonding!

"I gave my wreath to my neighbour who is going through a really tough time at the moment and

the gesture meant so much to her. The little things you organise have a much longer reach of kindness than you might realise.


"Keep up the good work and I look forward to getting involved in all future activities too."

“
I gave my wreath to my neighbour who is going through a really tough time at the moment and the gesture meant so much to her
”



Pictures: Ian Yates

First workshop of its kind at BBP helps companies share and reuse resources

 Okay. We admit it. The businesses at one of our recent workshops spent their time talking rubbish.

But it was all in a good cause – because the aim was to help them save money and reduce their carbon footprints.

The free resource matching workshop, the first of its kind at Birmingham Business Park, was designed to bring businesses together with a common goal – to make savings by improving the way they manage resources and waste materials.

Run by a team from the West Midlands Resource Reuse Network (WMRRN) the aim of the interactive session was to help companies across different sectors identify new opportunities to work together to share and reuse resources including waste, energy and water.

WMRRN can help rehome or reprocess everything from office furniture and old laptops and mobile phones to cardboard and plastic packaging.

The event was also a chance to network with like-minded companies while discovering ways to become more cost-efficient and sustainable.

The workshop, which took place on Thursday December 5, was held at the Business Park's new coffee shop, Wheat 'n' Coffee.

It was organised by International Synergies Limited and open to companies of any size or sector and was suitable for both office-based and manufacturing and construction businesses alike.

It was delivered in partnership with Solihull Chamber of Commerce and Sustainability West Midlands.

The workshop began with a simple yet effective activity: attendees were given yellow paper to list items or resources they could offer, and green paper to write down what they needed. This colour-coded system provided a clear visual representation of potential exchanges



No time to waste at latest BBP workshop session



and set the stage for meaningful connections. As each participant shared their contributions with the group, discussions blossomed into actionable opportunities. Facilitators from International Synergies guided the conversations, helping to identify matches between available resources and expressed needs.

Lori Henebury, BBP Marketing, Community and Business Development Manager, said: "We were excited to host our first resource matching workshop at Birmingham Business Park.

"The incentives to reduce waste and manage resources in an efficient and sustainable way have never been greater, thanks to increasing costs and public interest in environmental issues.

"The workshop was a great opportunity for our businesses to find out more about how they can improve resource efficiency, save money and reduce their carbon footprint through collaboration."

Ian Humphreys of International Synergies added: "Thanks to both Birmingham Business Park and Solihull Chamber for being our partners in what was an enjoyable and interactive event.

"One of International Synergies' aims in life is to prove there is no such thing as waste, it's just a valuable resource in the wrong place. The participating businesses played their parts today in finding a useful place for a number of previously wasted resources, demonstrating that being more sustainable and reducing cost and carbon impacts doesn't have to be difficult."



“ The workshop was a great opportunity for our businesses to find out more about how they can improve resource efficiency ”



Pictures: Ian Yates

How your company can become **DISABILITY CONFIDENT**

Birmingham Disability Resource Centre is working in partnership with Solihull Council to support businesses in the local area to become Disability Confident



The Disability Confident scheme is a UK government initiative designed to encourage and support employers in recruiting and retaining people with disabilities and health conditions. Introduced by the Department for Work and Pensions (DWP), this voluntary scheme offers guidance and recognition to organisations committed to inclusive employment practices. The scheme has three levels, Committed, Confident & Leader.

To become Disability Confident, level 1, Committed, you must commit to 5 commitments. See our top tips for each commitment, below;

1. ENSURE YOUR RECRUITMENT PROCESS IS INCLUSIVE AND ACCESSIBLE

- Make your role requirements clear, specific and behaviour based. Rather than stating requirements as character traits, describe them as observable behaviours that can be demonstrated.
- Consider offering multiple ways to apply, such as in-person, online, or via phone.
- Make reasonable adjustments during interviews, like accessible interview rooms, or offering additional time if needed.

2. COMMUNICATE AND PROMOTE VACANCIES:

- Make sure that job vacancies are advertised in a way that encourages people with disabilities to apply.
- Use job boards designed to focus on protected characteristics, such as disability. Evenbreak is designed specifically for disabled candidates.
- Include a statement in your job ads to indicate that your organisation welcomes applicants with disabilities.

3. OFFER AN INTERVIEW TO PEOPLE WITH DISABILITIES:

- Commit to interviewing candidates with disabilities who meet the minimum criteria for the job.
- This ensures that candidates are considered fairly and have a chance to demonstrate their abilities. Remember, look at the ability, not the disability.

4. ANTICIPATE AND PROVIDE REASONABLE ADJUSTMENTS:

- Be proactive in offering reasonable adjustments for applicants and employees with disabilities.
- This may include ergonomic adjustments, assistive technology, flexible working hours, or modified job duties.

5. SUPPORT EXISTING EMPLOYEES

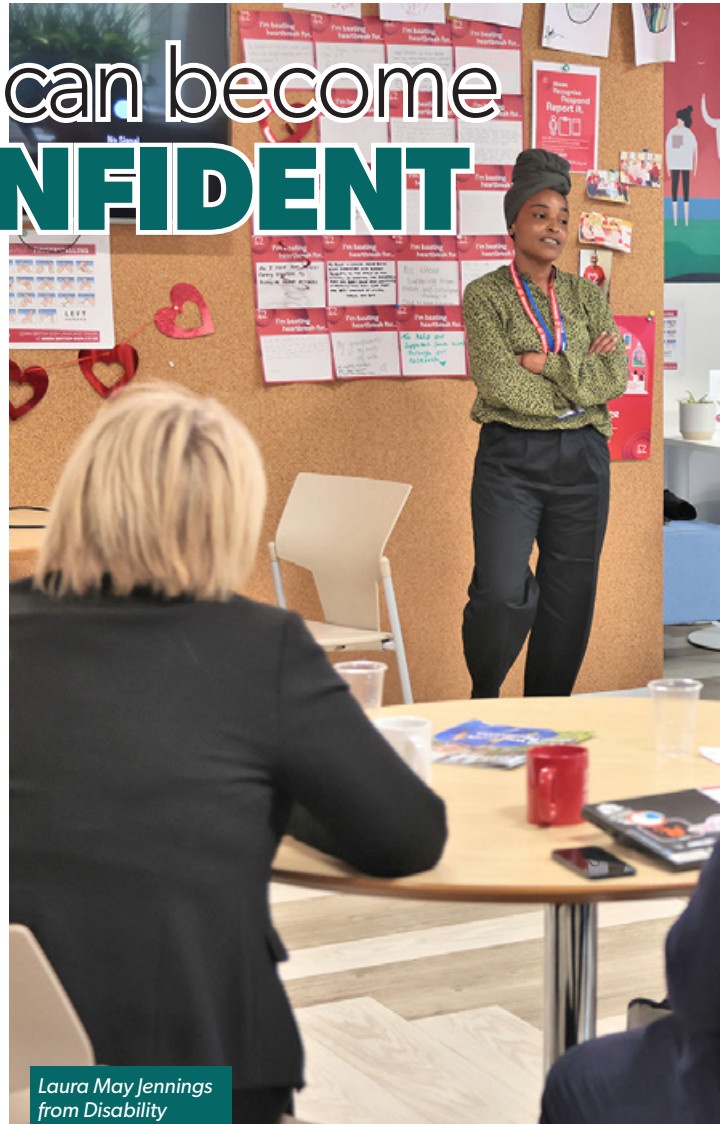
- Consider your policies and procedures if an existing employee develops a disability or long-term

ABOUT BIRMINGHAM DISABILITY RESOURCE CENTRE

Established more than 30 years ago, Birmingham Disability Resource Centre (DRC) is a registered charity (1034581) and leading Disabled People's Organisation, run by disabled people, for disabled people, that supports over 4,500 disabled people each year to take control of their lives and achieve their full potential in mainstream society.

We achieve this through the delivery of a number of services including employment and training, information advice and guidance, health and well-being activities, social activities, personal and skills development projects and community development activities in East Birmingham.

Details of our projects and services can be found at: www.disability.co.uk



Laura May Jennings from Disability Resource Centre will be hosting a Lunch & Learn at Birmingham Business Park on 12th February, keep an eye on the BBP What's On posters for more details

health condition. Are you able to adjust their role, or can you offer them flexible working arrangements?

- Offer employees support through programmes such as Employee Assistance Programmes (EAPs), which can offer mental health support, counselling and confidential advice.
- Educate managers and colleagues on disability awareness and inclusive practices to foster an understanding and respectful workplace culture.

After committing to the 5 commitments, you must select 1 of 9 activities that you will complete within the next 12 months. The activities are:

1. Work experience
2. Work trials
3. Paid employment
4. Apprenticeships
5. Job shadowing
6. Traineeships
7. Internships
8. Student placements
9. Sector-based work academy placements



Your business may already be implementing these practices. If that's the case, the scheme offers an excellent way to show your commitment to equal opportunities for people with disabilities.

Once agreeing to the commitments and activities, you can submit your application. Once approved, you will be able to display the Disability Confident Committed badge for 3 years. You can then choose to move up to level 2.

To progress to level 2, Disability Confident Employer, you must complete a self-assessment around the themes:

- Getting the right people for your business
- Keeping & developing your people

Once completed and submitted to the DWP, you will receive your Disability Confident Employer badge. At this stage, you can then move up to level 3 on the scheme.

Progressing to level 3, Disability Confident Leader, tells people you are going above and beyond to support disabled people in employment. To reach this level you'll need to:

- Have your self-assessment validated by someone outside of your business (not including DWP employees in jobcentres)
- Provide a short narrative to show what you have done or will be doing to support your status as a Disability Confident Leader
- Confirm you are employing disabled people
- Report on disability, mental health and wellbeing, by referring to the Voluntary Reporting Framework

The Disability Resource Centre provides support to businesses to progress through all 3 levels. To find out more about our Bronze, Silver & Gold packages, please email ljennings@disability.co.uk

MYTH BUSTING

Disability in the Workplace

MYTH: Disabled employees are more likely to quit unexpectedly

FACT: Disabled employees are far more likely to stay with a company, than leave. Deloitte's research indicates that staff retention is 72% higher amongst disabled employees. However, without the right support in place for a disabled employee, they may choose to leave. So, ask yourself, are you a supportive workplace?

MYTH: Making reasonable adjustments is costly

FACT: Many reasonable adjustments come at no cost, and the average cost of a reasonable adjustment, according to Business Disability Forum is £75. It is the employer's responsibility to pay for reasonable adjustments, however the government scheme, Access to Work can support employees with disabilities, and cover some of the costs associated with reasonable adjustments.

MYTH: I've never employed disabled people before

FACT: Approximately 22% of the population in the UK are disabled, so the chances of you previously employing a disabled person are high. Remember, between 70-80% of disabilities are hidden, or invisible disabilities, and previous employees may not have disclosed their disability.

MYTH: Disabled people can't communicate well

FACT: Communication abilities among disabled people vary widely, as disabilities can impact communication in different ways. Some disabilities, such as hearing loss, speech impairments, or certain cognitive conditions, may directly affect communication. However, many people with disabilities communicate effectively, especially when given the right tools or support.

MYTH: Disabled employees are less productive

FACT: There is no evidence to support this claim. In fact, disabled employees often bring unique problem-solving skills, resilience, and adaptability—qualities that can enhance productivity and innovation. A study by Accenture found that companies that prioritise inclusivity see higher revenue growth and profit margins.

MYTH: Disabled employees will take more sick leave

FACT: Research shows that employees with disabilities typically have similar or even lower absenteeism rates than non-disabled employees. When companies create supportive environments, these employees often exhibit strong dedication and reliability, sometimes resulting in longer tenure with the company.

10-MINUTE TEA BREAK



With
JADE SUMMERS
FROM
OPEN STUDY COLLEGE

WHAT DOES YOUR MORNING AT WORK LOOK LIKE?

I always start the morning by checking our social media channels, replying to potential learners with information about our courses and engaging with other accounts. I then go on to website tasks, ensuring our messaging is correct and updating anything if necessary. I then make a list of priorities for the rest of the day and crack on!

TEA OR COFFEE?

A coffee in the morning, cup of tea in the evening, and hot water in between!

WHAT DOES A TYPICAL

DAY LOOK LIKE FOR YOU IN YOUR ROLE?

This is so tough, because every day is so different in my role as a marketing executive! I am in the office three days a week, and office days tend to be highly collaborative with lots of meetings including planning, strategy work, and content creation. On my work from home days, I often get my reporting, research, editing and scheduling done as well as the more admin-based tasks ticked off.

HOW DID YOU END UP WORKING AT BIRMINGHAM BUSINESS PARK?

I studied Graphic Communication at Cardiff Metropolitan University, and

alongside my studies, worked for two companies running their social media accounts. After graduating, I knew I wanted to continue in the social media marketing field. I looked for jobs in the surrounding area, saw a Social Media Executive role for a distance learning college, and the rest is history!

WHAT'S ONE OF YOUR FAVOURITE PROJECTS YOU'VE WORKED ON RECENTLY?

Last year was a big year for Open Study College and sister company Bloom Connections as both underwent full rebrands, and I was lucky enough to work on both. My creative brain came to life with the introduction of new brand elements,

designing fresh assets for multiple channels, refining tone of voice, and developing brand personality.

HOW DO YOU STAY CREATIVE AND COME UP WITH FRESH IDEAS?

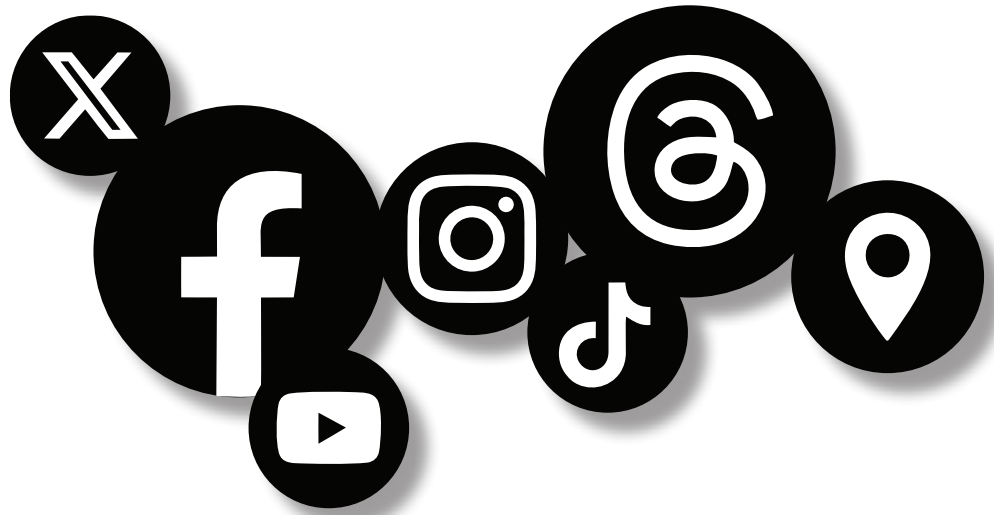
Luckily, we are surrounded by branding, marketing and design absolutely everywhere we turn, so I always keep an eye out in my personal life for things I like and can take inspiration from. I stay curious about what's going on in the world of marketing, jump on webinars whenever I can, and scroll on social media for the latest things. You just need to get a little nugget of inspiration, whether it's a trending audio or maybe a new style of design, and then work out how you can utilise that little gem for you and your business in an innovative way!

ARE THERE ANY MARKETING TRENDS THAT EXCITE YOU RIGHT NOW?

The rise and potential of social commerce is very exciting. If you have a physical product to market, get yourself on TikTok shop. Employee-generated content (EGC) is also growing and now a huge part of lots of brand's strategies. I love this as it allows an audience to really connect with the people behind the business and makes your content so personal and authentic. In terms of trending marketing campaigns, I am loving so many Christmassy ones, including Lidl launching their very own Christmas truck based on own-brand Freeway cola, and Tesco's gingerbread world. Calm buying 30 seconds of silence in between US election coverage was also genius and so on-brand. This lean towards more ethical, less 'salesy' marketing is something that excites me.

WHO HAS BEEN YOUR BIGGEST INFLUENCE IN YOUR CAREER SO FAR?

Internally, it has to be my colleagues Teodora, Sadie and Natalie. As a young marketer, I still have lots to learn and experience, so I always love to watch how they approach certain tasks, manage people, and generally communicate in their senior roles. They are incredible mentors and so supportive of me and my career. Externally, I look up to and take a lot from Pretty Little Marketer. Her focus on creating real communities (rather than the belief that everything has to go viral), tapping into niches, and providing genuinely valuable content is really inspiring.



HOW DO YOU APPROACH MENTAL HEALTH AND WORK-LIFE BALANCE IN A BUSY ROLE?

Honestly, I just truly accept that I can't do it all (and that that's okay!). Once you accept that, I think you become a little gentler with yourself. In those moments where my mind becomes loud and I start to feel anxious or overwhelmed, I take a step back and sort out all my thoughts, prioritising the things that are important today, and then organising the other tasks for later. Exercise does wonders for my mental health after a busy day, so it really helps to try to get out and move your body in a way that you enjoy! I also always have plans in the diary around my work life to look forward to, making sure I have other things to do and focus on in my personal life away from the screen.

WHAT'S YOUR FAVOURITE SOCIAL MEDIA PLATFORM, AND WHY?

My unofficial title at Open Study College is 'TikTok queen', so it's no surprise that my favourite social media platform is TikTok. I love the authenticity and accessibility of TikTok with its low production, real, relatable content. Anyone can jump in and have a go, and there are so many templates and audios that are there to utilise with huge reach potential. Sometimes I feel posting on other social media platforms comes with more pressure, having to produce highly polished aesthetic content. TikTok is just so fun!

HOW DO YOU LIKE TO UNWIND AFTER A BUSY DAY AT WORK?

After a busy day scrolling on social media and looking at my laptop, I need to do something that takes my gaze away from devices. I enjoy going for a run, walk or playing netball to

get a bit of exercise in and give myself a boost of endorphins! If I'm having a proper pamper night to unwind, a bubble bath, face mask and TV is on the agenda.

IF YOU COULD COLLABORATE WITH ANY BRAND OR INFLUENCER, WHO WOULD IT BE?

Innocent Smoothies. I am a huge fan of their focus on sustainability, their brand personality, and tone of voice in their copy writing. If you've never had a read of their packaging or bottles, you're missing out on such fun yet authoritative and knowledgeable messaging. They get the balance completely right. I'm not sure exactly how a distance learning college and a drinks business would collaborate, but I'd be keen to explore it!

WHAT'S YOUR PROUDEST MOMENT SO FAR IN YOUR CAREER?

Achieving two distinctions so far in my Level 4 CIM qualification. I have one module left, so we'll see if I can get three out of three! A big win for me was also a TikTok that generated 2.1 million views, 62,000 likes and 41,000 shares.

ONE PIECE OF ADVICE FOR SOMEONE STARTING OFF THEIR CAREER?

Stay curious. Why did we see that result? Why don't we test this? What are other businesses doing? Always delve a little deeper. Also, don't compare yourself to others. As you go through your career (or scroll on LinkedIn!), there may be people your age or younger with higher level roles or higher salaries. That's okay! You're on your own journey, so focus on yourself and how much progress you personally have made! Finally, invest in a good notebook for all your lists, thoughts, and moments of inspiration.

“ I always love to watch how they approach certain tasks, manage people, and generally communicate in their senior roles ”

LIFE TO-DO LIST CAMPAIGN

Still be here when
Albion make it to the
Premier league



LIFE TO-DO LIST CAMPAIGN

Be included or
invited to places




LIFE TO-DO LIST CAMPAIGN

Afternoon Tea at a
posh hotel



BE INSPIRED BY LIFE TO-DO LIST

Powerful campaign supports Birmingham Hospice – our charity partner

 Our Life To-Do List campaign with Birmingham Hospice has inspired heartfelt responses from patients at the hospice's Living Well Centre, sharing their hopes, wishes, and dreams. These lists represent moments

that bring joy, comfort, and a sense of accomplishment. We're inviting businesses to partner with us to make these wishes come true.

Whether it's sponsoring an experience, providing resources, or offering your expertise, your support

can create unforgettable memories for those in our care. Join us in making a meaningful impact.

If your business would like to get involved, please email Luke Manley via luke.manley@birminghamhospice.org.uk

LIFE TO-DO LIST CAMPAIGN

Trip to the
Garden Centre



LIFE TO-DO LIST CAMPAIGN

Visit Kingsbury
Water Park



LIFE TO-DO LIST CAMPAIGN

Spa Day with
my sister



LIFE TO-DO LIST CAMPAIGN

To see peace
in my family



LIFE TO-DO LIST CAMPAIGN

Vegetarian
Cooking Lesson




LIFE TO-DO LIST CAMPAIGN

A trip to
the theatre





As I approach completing my 50th task, I feel I've only just got started and so I've extended my celebrations to now be #100for50'

 In my late forties as my 50th birthday approached, I started to think about how I'd like to celebrate. It never occurred to me not to mark the occasion as I have always been so grateful that I've been able to celebrate, having lost friends and acquaintances over the years and who will never have the chance to reach this milestone.

I'd seen others commence on a journey of organising 50 things to do for their 50th birthday and I knew that is what I wanted to do when my turn came round, so I labelled my challenge as #50for50. Commencing on my 49th birthday with a view to ending on my 51st birthday, I gave myself a two-year window to accomplish it in, factoring in money and time constraints.

As well as typical celebratory events such as meals out, spa days and theatre trips, I wanted to do some unusual things, things that I always fancied doing as well as things that are very 'me'. I'd always wanted to go to Edinburgh Fringe Festival, so I went in the summer and enjoyed a long weekend of comedy and fun. My friend and I always wanted to do a superclub in Ibiza having not gone in our younger years, so we visited Pacha. On my actual birthday, I was on Scott Mills' show on BBC Radio 2 playing his 'Birthday Game'. My favourite band are Steps and so when Claire Richards from the group did a solo



show recently, I arranged for a meet & greet with her as part of the things that are very 'me'.

I've also embarked on a number of 'taster' lessons/events to see if a new hobby can evolve from something that piques my interest.

I've embarked on life drawing, watercolour art, flamenco dancing, burlesque, opera singing, graffiti art, sheep walking and harp lessons to name a few with more in the pipeline. Some of which I will try and continue with and/or has proven to be a catalyst for other ideas.

Whilst some of these have a cost attached to them, I've also embarked on more modest activities such as having a picnic in an orchard and Cook Book Supper Club where I am trying to cook 50 new recipes from the cookery books that line my book shelf and that never get used from one month to another. I'm not a


born runner, but I love to run, so I completed the Knowle & Dorrige charity 5km fun run this spring to prove to myself that I can run a reasonable distance and I love the sense of achievement that gave me.

Even with all the planning in the world, sometimes things don't work out as anticipated. I had planned to go to Eurovision in Sweden this year but I came down with Covid and wasn't able to go. Also, I was due to go attend a book signing with the 'One Day' author David Nicholls and for the same reason, couldn't go. I reached out to him to see if he was signing elsewhere and he organised to send me signed postcards to place in my books in lieu of meeting him, which I thought was very kind of him and proof that sometimes a #50for50 challenge can be completed via totally different route.

As I approach completing my 50th task, I feel I've only just got started and so I've extended my celebrations to now be #100for50. Once that has been completed, then I endeavour to carry on finding new things and adventures to embark on. It has given me such a fresh perspective on life and has emphasised doing what you want to do is so important for your soul. What started off as a challenge has now become an ethos for life.

**Anna Byk,
November 2024**

“
As a passionate advocate for local engagement, I enjoy exploring the atmosphere of the park and trying the variety of street food by the lakes
”

 We are delighted to announce that Rebecca Marks has joined Birmingham Business Park as our new Park Management Assistant.

Rebecca brings exceptional experience in operations and community engagement to our team. Her expertise will be invaluable as we continue enhancing the experience for the 150+ businesses and 10,000 employees who call our park home.

Here's a little bit of information about Rebecca:

CAN YOU TELL US ABOUT YOUR BACKGROUND AND WHAT LED YOU TO THIS ROLE AT BIRMINGHAM BUSINESS PARK?

Firstly, I would like to extend a huge thank you for the warm welcome to Birmingham Business Park. I have over five years of experience in Marketing, particularly within the financial services industry. With experience in compiling quarterly magazines, managing website setup and maintenance, and running online and face-to-face events.

Having been actively involved with Birmingham Business Park for several years from a tenant point of view, I have built connections within the community through events and networking initiatives. As a passionate advocate for local engagement, I enjoy exploring the atmosphere of the park and trying the variety of street food by the lakes during the summer months.

HOW DO YOU SEE YOUR ROLE CONTRIBUTING TO



THE PARK'S COMMUNITY AND ENVIRONMENT?

I hope that my role will help others experience Birmingham Business Park to its full potential with the inclusion of easier access events, to fit into your lunch breaks, the addition of more exciting networking opportunities, and help you better understand what Birmingham Business Park has to offer.

ARE THERE ANY EXCITING PROJECTS OR INITIATIVES AT THE PARK THAT YOU'RE LOOKING FORWARD TO GETTING INVOLVED WITH?

I can't wait to get involved with the events plan and support Lori and the team with all the charity work planned for 2025. With the new café just next door, Wheat 'n Coffee, being a huge hit, I encourage everyone to take some time to try out their menu.

I will be at the Birmingham Business Park management office for anyone

with a bright idea for the park or just wants a chat. Alternatively, please feel free to email me at Rebecca@birminghambusinesspark.co.uk.

WHAT DO YOU ENJOY DOING OUTSIDE OF WORK – ANY HOBBIES OR INTERESTS YOU'D LIKE TO SHARE?

For all you golfers, share your tips! The past couple of years have been a thrilling journey for me as I've taken on the challenge of swinging at the driving range. While I haven't quite broken 100 yards yet, I'm loving every moment spent in the great outdoors and soaking up the fresh air. On top of that, I've been cheering on a friend in his English pool tournaments and occasionally tossing in a dart or two for good measure.

I also volunteer for a local youth group every Thursday after work helping young people with development and understanding whilst creating crafts, cooking, and more.



Introducing OWEN DANIELS

Owen Daniels is a leading recruitment specialist dedicated to supporting the powerhouse industries within STEM. With over a decade of experience, the company partners with organisations – from ambitious startups to global industry leaders – delivering adaptable recruitment and outsourced workforce solutions.

Built on a relationship-focused approach, Owen Daniels treats clients’ businesses as their own, offering dedicated account management and expertise at every stage of the recruitment lifecycle. The team takes pride in sourcing exceptional talent for technical, operational, and leadership roles across sectors such as manufacturing, engineering, aerospace, and technology.

In November 2023, Owen Daniels opened its Birmingham office, formalising a long history of supporting businesses in the area without a physical location. Despite the challenges of a shifting work



“ Our achievements reflect a combination of strategic planning, hard work, and commitment to growth ”

landscape, Owen Daniels continued to deliver outstanding service, proving a commitment to maintaining high standards as the world transitioned back to in-person engagements.

This investment in Birmingham is driven by the proven expertise of Steve Powell, who brings over 15 years of recruitment experience within the Engineering and Technology sectors.

Throughout his career, Steve has successfully assisted hundreds of candidates and clients, leveraging his deep understanding of the local market to deliver tailored solutions that drive success.

“Over the past 12 months, the team at Owen Daniels has made significant strides, exceeding our business goals and positioning ourselves for continued success. Our achievements reflect a

combination of strategic planning, hard work, and commitment to growth,” explained Steve Powell – Head of Division.

“One of the initial key decisions was selecting the ideal location for our Midlands office. Birmingham Business Park was the perfect choice. This prime location not only allows us to efficiently serve our clients but has also facilitated the cultivation of new relationships within the park’s thriving business community.

“We are excited about the opportunities ahead. As we continue to expand, we are confident that our growth trajectory will enable us to further strengthen our market position across the Midlands.

“At Owen Daniels, we are not just hiring talent – we’re empowering industries, transforming workforce management, and driving success.”

FANCY 20% OFF EPIC GAMES AT BOOM BATTLE BAR?

FEEL THE BOOM WITH GAMES AND COCKTAILS... ALL UNDER ONE ROOF



Adrenaline pumping games, an epic selection of cocktails, drinks and mouth-watering street food, all under one roof.

You've never had a night like this one. This is the place to be for any and every occasion in Birmingham. Located in the heart of Birmingham Broad Street a short 5 minute walk from Five Ways and 15 minutes from New Street Station. BOOM BATTLE BAR makes for the ultimate night out.

Whether you're an adrenaline junkie or just looking for some friendly competition, you're covered at the Battleground. Challenge your friends, family or work mates to Axe Throwing, Electric Darts, Beer/Prosecco Pong, Crazier Golf, BOOM BOX Karaoke, Shuffleboard or American Pool.

From birthdays, hens & stag parties to fun group activities like cocktail masterclasses and bottomless

brunches there's really something for every occasion! Want to mix up your next work corporate events? This is the spot to do it. Suitable for teams big and small, from team building all the way to full venue hires. Get the party started with a BOOM. Get ready to unleash your inner warrior and let the good times roll!

Ts&Cs:

This discount is valid for use at Boom Battle Bar Birmingham Broad Street on Sunday-Thursday. Code BOOMBBP20 can be used online at boombattlebar.com/birmingham-broad-street or quoted in venue (subject to availability). Discount expires June 2025. This offer entitles the booker to 20% off games, not applicable on packages or in conjunction with other offers.





WIN AN INDULGENT NIGHT FOR TWO AT THE BELFRY

TELL US YOUR LIFE GOALS TO BE ENTERED INTO COMPETITION



We're excited to announce a chance to share your dreams and goals with our community – and maybe win a little something special!

How to enter:

Send us an email with your top 3 life goals or dreams – those big or small to-dos on your list that keep you motivated and inspired!

Whether it's visiting a dream destination, learning a new skill, or achieving a personal milestone, we'd love to hear what drives you.

To enter:

1. Email us at lori@birminghambusinesspark.co.uk
2. In the email, include:
 - Your name.
 - 3 goals or dreams on your life to-do list.

Prizes:

All entries will be entered into a draw for a chance to win a luxurious overnight stay in one of The Belfry's magnificent suites, a delicious three-course buffet dinner in Ryder Grill, bottle of Champagne in the room, full English breakfast and late checkout!

The winner will be announced on Tuesday 4th February, 2025.

About The Belfry:

The Belfry Hotel & Resort is an award-winning hotel and resort situated in the heart of the country in

Royal Sutton Coldfield, North Warwickshire, home to 300+ luxurious bedrooms and suites, several restaurants and bars, events and meetings spaces, a leisure club and The Belfry Spa.

The Resort is home to three golf courses, including The Brabazon and PGA National, which are recognised as world-class, having previously hosted The Ryder Cup more than any other venue in the world and home to this year's Betfred British Masters.

Ts&Cs:

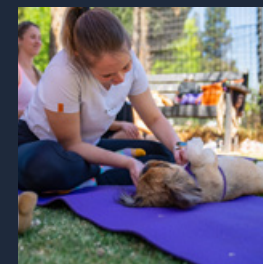
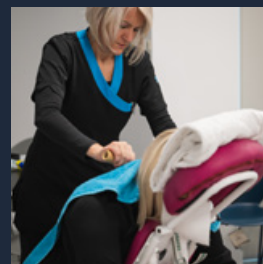
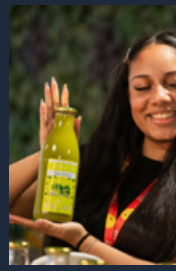
1. The break is for two adults and must be taken by 31st August 2025.
2. The prize is subject to availability.
3. Prize is a Suite Sunday stay for 2 adults and includes an overnight stay in a Signature Suite on a Sunday, full English breakfast, buffet dinner in The Ryder Grill, bottle of Champagne in the room and late check out. This prize excludes drinks and any extras.
4. The prize is non-transferable in the event of cancellation and cannot be exchanged for monetary value.
5. The prize cannot be used in conjunction with any other offer or promotion.
6. The winner is responsible for expenses and arrangements not specifically included in the prize.
7. Employees of The Belfry Hotel & Resort are excluded from all prize draws and competitions.
8. The Belfry general terms and conditions apply. The winner should contact marketing@thebelfry.com to redeem their prize.



WELLBEING AT BBP



KICKSTART 2025 THE RIGHT WAY
INCENTIVISE STAFF BACK
INTO THE OFFICE THROUGH
FOOD & WELLBEING



FIND OUT MORE
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