

LEEDS BUSINESS REVIEW

ISSUE 45
MARCH 2022

UKRAINE CRISIS
UK-BASED GROUPS
RAISING AWARENESS

ROLL THE TAPE
EMERGING FILM
TALENT IN LEEDS

GENERATION M
WORK LIFE AFFECTED
BY MENOPAUSE

UKRAINE SPECIAL | ARTS | AGRICULTURE | FOOD & DRINK | TECH |
EMPLOYMENT | DEVELOPMENT | SOCIAL ENTERPRISE | HEALTH





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HEPATITIS: THINK AGAIN
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World Hepatitis
Alliance
This is hepatitis...

WORLD
HEPATITIS
DAY:
JULY 28

EDITOR'S LETTER



Hadiyah Ilyas
Editor

ONE WOULD have thought that the official arrival of spring would have predicated an air of re-birth; renewed fate, and the feeling of being able to harness the future. Yet, international issues out of our control are continuing to influence the decisions and paths we take on an intimate scale.

It may feel unsurprising now: a pandemic, European war, inflation and increased poverty levels.

Regardless of the worldly temperate, the profound strengths and sentiments of people continue to actively fight those issues intent on destabilising us.

In this edition of Leeds Business Review's Ukrainian special, we see how Loiners have mobilised their resources to support those in war-torn Ukraine, providing relief efforts to their European counterparts despite dealing with the consequences of the war themselves (pages 8-10).

We also see how one woman's baking business overcame the coronavirus pandemic, and how a new government scheme is attempting to provide support to farmers retiring or leaving from the business (pages 14-15).

Though the future remains uncertain, the resilience and energy of Loiners can be a steady source of comfort for those amid challenging times.

It may be that, indeed, as the temperature warms, so does the general atmosphere across the Leeds landscape.



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MIND FUL NESS...

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Notebook

Retail Leeds Trinity, the city's main shopping hub, welcomes a new store. Levi's. Trinity will eventually welcome Sunglasses Hut, following previous new openings of stores such as: Nespresso, Miniso and Relix x Hooked, to name a few.

Centre director at Trinity Leeds, David Maddison, said: "Retail that provides a unique experience is essential for today's consumer."

"This mix of new and best-loved brands bring great choice to Trinity Leeds that can't be found elsewhere in the region, helping to create a place for retailers to succeed and to keep guests coming back."

Caitlin Bardsley



Dirty Money Britain has fast-tracked new legislation designed to target money -laundering by foreign oligarchs.

Following Russia's invasion of Ukraine, the Economic Crime (Transparency and Enforcement) Act will allow the UK to impose economic sanctions on major Russian banks and leaders.

The act will include a new register of overseas entities, requiring all foreign owners of UK property to declare and verify their identity to Companies House.

In a bid to further tackle 'dirty money' entering the UK, Unexplained Wealth Orders (UWO) are being reformed and strengthened under the new Economic Crime Bill. UWOs give law enforcement an opportunity to confiscate criminal assets without ever having to prove that the property was obtained from criminal activity.

The reform will see key barriers removed, giving law enforcement more time to review material provided in response to a UWO. It will also protect them from incurring big legal fees during the process of investigation.

Transparency International, the anti-corruption organisation, has identified at least £1.5 billion of UK property owned by Russians accused of financial crime or with links to the Kremlin. **Amelia Canty**

Development Globe Road development nearing completion- Construction of a new office space in Leeds is nearing completion, with 400 workplaces available once the site is completed.

The seven-storey office space is located on Globe Road in Leeds, with the construction of the site started by BAM in 2021 and will be finished by summer 2022.

Following a recent visit to the construction site, the Councillor for Beeston and Holbeck Gohar Almass spoke about the project, saying: "I'm really excited about the development on Globe Road."

£350 million has been spent on the site, with office space and retail space set to be a part of the building upon completion.

Finance secured ahead of student property development- Property developer group Urbanite have secured £14.8 million in funding in order to build student accommodation in Leeds City Centre.

The group plan to develop the Suagarwell Court site, currently accommodating students at Leeds Beckett University, and improve the facilities of the 457-bed site.

Brett Poskett



Travel Leeds Rhinos Women's rugby and netball teams have collaborated with FirstBus, the bus company that connects the county. The collaboration will not only benefit female sport in raising its profile while providing it with funding, but it will also aid the travel sector.

With the two giants of their field teaming up it will create a mutually beneficial relationship, giving a well deserving cause a great deal of funding while promoting an eco-friendly company that helps reduce the city's carbon footprint.

FirstBus operates using ultra-low emission vehicles which help cut carbon emissions produced by the city in accordance with the 'clean air zone' introduced last year.

The partnership also includes financial benefits for people travelling on match day, with a 10-game day ticket offered which slashes ticket prices in half and allows people to travel from Leeds city centre to Headingley Stadium for £1.

Dan Flynn

Gender Pay Gap According to the Office of National Statistics, the gender pay gap increased between 2020 and 2021, with women in the UK now facing a pay gap of 15.4%, increasing from 14.9% in 2020. This is still in effect from pre covid, however it shows there is still an unjustifiable difference between gender pay gap. In Leeds, there is a gender pay gap of 16.2%, with men earning an average of £32,570 a year while women earn £27,699 on average per year.

There is now a tool available called the "Gender pay gap" where men and women are able to calculate how much more or less, they are on compared to the opposite gender. This issue is becoming more accessible so people can be aware of the difference that genders have between them when applying for jobs and the salary amount offered to those of the male gender. **Alyssa Brown**

Finance As of this month, The Leeds Together for Ukraine appeal is up and running, with the council starting the fundraising by donating £50,000.

Following a meeting on 4th March, the appeal was confirmed by senior councillors, council officers, Migration Yorkshire as well as members of the Leeds branch of the Association of Ukrainians in Great Britain.



It was administered by Leeds Community Foundation, with the goal of being the place to go for people in the community who want to do their bit to help those in need.

During the meeting, Councillor James Lewis, leader of Leeds City Council stated, "Leeds has a long and proud history of helping those in need."

"The appeals launch gives us a meaningful way to stay united and stand up for others in the face of appalling tragedy."

The money that is raised will be shared with a range of refugee charities and third sector organisations to provide accommodation support and other forms of assistance that refugees may need.

Fin Green

Social Enterprise The Viaduct Showbar in Leeds hosted a club night raising money for LGBTQ+ individuals in Ukraine. The bar raised a whopping £2340 which was then matched by the bar to create a grand total of £4680.

All the money will be donated to OutRight Action International. On the 24th of February, the charity launched a Ukraine fund to help those in the Ukraine.

They state that LGBTQ+ individuals face greater and more extreme risks in times of crisis and may be excluded from relief efforts due to systematic discrimination based on sexual orientation and gender identity. They charity has raised over \$500,000.

The money will be used to provide healthcare, food and shelter to those fleeing from Ukraine. £40 provides a week of food, £190 provides a week of safe shelter for 1 person and £1,200 would provide someone who has HIV two months of medication.

Emmie Penkett



Law Leeds' legal powerhouse, Walker Morris LLP, has been short-listed for 'Best Law Firm for Client Secondments' at the Legal Cheek Awards 2022.

Situated on Wellington Street, Walker Morris sees itself as a 'distinctive law firm valued by clients for consistently achieving excellent results.'

Legal Cheek is the most-read legal website in the UK, offering a combination of news, analysis, careers advice and insider insight on the leading law firms.

The publisher is especially appealing to prospective lawyers wanting to grasp a sense of the current legal climate.

Tracey Foley, head of HR for Walker Morris said she was "delighted" to have been shortlisted for this year's award, and that they were "incredibly proud" as a firm to be able to offer these "sought after secondments to our trainees and junior lawyers".

The winners will be announced at the Legal Cheek Awards ceremony on Thursday 24th March in London.

Amelia Canty

Development Leeds Bradford Airport have scrapped plans to build a new terminal following the announcement of a public inquiry into the controversial plans.

The £150 million terminal had been given the green light in March 2021 by Leeds City Council, with the announcement heavily criticised by local residents and environmental activist groups.

It was announced in February that the building plans would go to a public inquiry that was scheduled for later this year, but following the news, the plans were scrapped all together.

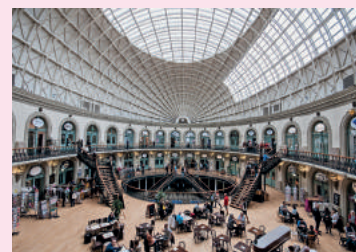


Vincent Hodder, CEO of Leeds Bradford Airport spoke of the decision to scrap expansion plans, saying: "It is with deep regret that we have made the decision to withdraw LBA's application for the development of a replacement terminal."

A number of local residents were pleased with the decision to withdrawal plans, as was the Group Against Leeds Bradford Airport (GALBA) who had been protesting the decision to build a new terminal.

Following the withdrawal of the application, LBA will now be expanded with work set to commence on the current terminal building in Yeadon.

Brett Poskett



Fashion Corn Exchange in Leeds city centre welcomes a new store called 'TOM-O'.

Boasting bright orange exteriors, the shop's concept was created by award winning fashion entrepreneur, Sarah Thompson, it offers made to order pieces from unwanted clothing heading to the landfill.

This is her first stand-alone store, but she has already made a name for herself, having her collections featured in the high-end department store, Selfridges.

In 2021, she also won Best New Entrepreneur at the Best New Tees Business Awards in 2021.

As well as this, she is also in the running for Best New Starter Businesses in this years Yorkshire Choice Awards.

Back in 2019, she got the brand out there by getting herself into London's Fashion Week.

Being an independent, sustainable fashion brand in a city populated by students, is the best place to have your first store, especially in the Corn Exchange, as it is populated by 27 other independent businesses and is popular among the younger residents of Leeds.

With Leeds beginning to have more clothing waste conscious stores in the city, and up Hedgely way, there's no doubt that her store will not thrive.

Lockdown 2020, Sarah spent her time creating face-masks and bags to donate to the NHS. She was featured in The Yorkshire Post.

To see TOM-O, visit The Corn Exchange or take a look at their Instagram @designedbytom_o.

Caitlin Bardsley

Tech and Media Business group, Silicon Yorkshire are bringing together the tech community of Yorkshire through a sponsored event, encouraging people from across the tech and digital sectors to enjoy an evening of relaxed networking.

The event will be held at Chaophraya in Leeds and gives professionals the opportunity to ignite conversation, connect businesses, accelerate startups and boost networks. **Kaveen Dhesi**

Education Nadhim Zahawi, Education Secretary declared earlier in March that Britain is now ready to take in 100,000 Ukrainian children for education in UK schools.

Zahawi plans to increase the capacity of schools to help Ukrainian children continue their education both online and in the country's classrooms.

Though the Department of Education is yet to provide further details regarding when and how is expected to take place, the unions have already the decision.

However, it is unclear if all schools across the UK will be expected to welcome Ukrainian children. He also personally shared: "I came here, as many of you will know, eleven years old unable to string a sentence of English together...even the thought of going to school was really scary."

Zahawi has also proposed for tech firms who supported schools with virtual learning during the Covid-19 lockdown to prepare Ukrainian translations for online lessons.

The translation function is also set to translate the online lessons into other common languages spoken in UK including Urdu and Polish. **Mia Eden**

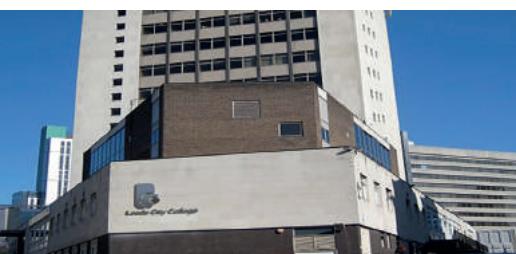
T Level Tuitions

The Leeds Health and Care Academy, Leeds City College and Notre Dame Catholic Sixth Form College have worked in partnership to build a collaborative approach to the new Health T Level qualification.

Health T Level students spend 80% of their studies in the classroom, and 20% on an industry placement at a Leeds-based health and care organisation.

Jennifer Thompson, head of health and social care at Notre Dame College in Leeds said: "It's having a very positive impact. It's helping students with employability skills, just last week at Enterprise Health in Leeds they had to do an assessment day which involved an interview with employers, presentations, and group work."

The T-Level implementation will perhaps encourage students who do their placements in these areas locally, to then stay local when embarking on their career. **Sloane Caetano**



Community renewal fund

Leeds has been awarded over £330,000 by the UK Community Renewal Fund, a government initiative put together to support the disadvantaged youth into the health and care sector.

The project is hosted by the Leeds Health and Care Academy, a collaboration of Leeds health, care and university partners.

Katherine O'Connell, Director for Leeds workforce for Health and Care partnerships said: "By working with young people who are leaving care, have learning difficulties or have faced discrimination, we help them raise their aspirations of working in the health and care sector."

The fund helps youth into seeing a wider scope of jobs available in the health and care sector. **Sloane Caetano**

Social Network

Taneesha Ahmed For a whole year, Leeds will be letting culture loose with LEEDS 2023. Now is the time to shout about creativity in all its forms, in all our communities and use it to bring us all together again in every part of the city. Taneesha Ahmed is the Producer for Community, Collaborations and Partnerships and her role is to develop community engagement and participation. Day to day, she will be organising projects with communities, setting up meetings, selecting artists and installing art works.

Shelly Johnson Shelly Johnson is the project co-ordinator at Cloth Cat, a grassroots music based organisation which supports people through a range of events, projects and music courses. Johnson got into this sector by accident after working in the band management field in West Yorkshire. Her love for music has helped her find her way and she enjoys her job and who she works with. Johnson owes some of her wisdom to travelling the world in her younger years, which gave her an amazing insight into different cultures.

Jim Reiss Jim Reiss is the founder of DJ School UK, a non-profit company based on Leeds who aim to supply accessible DJ tuition and education as well as formalising accreditation for DJs as musicians to levels equivalent to traditional instrumentalists. Reiss spent 25 years doing every type of DJ work, from festivals to live bands and from weddings to retail demos. Reiss claims that he is a jack of all trades and set up DJ School UK to share his knowledge with the next generation of budding DJs.

Alison Smith Smith runs the engagement programme at the Henry Moore Institute. She hosts groups from schools and communities and runs creative workshops and projects which explore sculpture and link to the exhibitions they host.

Sarah Goodyear Sarah Goodyear is one of the directors at Fall into Place, a company who aims to build confidence and well-being through drama.

FROM LEEDS WITH LOVE

The Ukraine Centre in Chapeltown has been inundated with donations from businesses



Emmie Penkett
Charity

SINCE PUTIN'S red army invaded Ukraine, millions of people in the country have been displaced and become refugees.

Ukrainians are fleeing across borders for safety; hundreds have already lost their lives.

Desperate to help, the people of Leeds have been trying to find ways to deliver aid and support those battling on the front lines or fleeing the country.

The Leeds-Ukrainian centre in Chapeltown has been inundated with items from the people of Yorkshire, eager to service those in need.

They have been frequently posting on their Facebook page advising people what to bring, in order to take only essential items into Ukraine.

The centre has asked for items such as long-life food, women's sanitary products, baby nappies, paracetamol, first-aid kits, bandages, and gauzes.

They have also been taking donations of money which will be sent directly to charities in Ukraine, in support of those who are in need.

Olga Callaghan is the Chair of the Association of Ukrainians in Great Britain's Leeds' Branch. She was at the centre with other volunteers to organise all the donations.

Callaghan is not originally from Ukraine. Her parents were taken from Ukraine by slave labourers to Germany, they came to the UK in 1947.

"The centre is a beating heart for the Ukrainian community.

"It's a place where Ukrainians can come to practice our traditions and culture," Callaghan told me.

"We used to have choirs, dance groups, everything. But it's a different world we live in now."



Callaghan explained to me that the war in Ukraine was almost expected. Tensions between Ukraine and Russia have been ongoing since 2014.

When the conflict started, the Ukrainian community rallied together to provide aid for those affected.

“It was something we had to do. We knew it was going to happen. Within a day of the war starting, we set everything up.”

On Saturday 19th of March, the centre opened its door once again to take in more collections. All rooms of the centre were quickly filled with medical supplies, sleeping bags, tents, food and more.



The centre is a beating heart for the Ukrainian community

They also collected money for a joint GoFundMe page organised by various groups, including the AUGB which Callaghan is a part of. The GoFundMe has so far raised over £2 million. For comparison, this aid could buy medical and pharmaceutical aid for 10,000 people for 3-months 540 times.

Not only will this money be used for short term problems, but also long-term issues such as re-homing the thousands of refugees coming from Ukraine.

“People lend us vans and lorries.” Callaghan explained, “we don’t pay for the lorries because people have been so generous. We have a friend who is helping to organise those.”

“The lorry coming to collect some things today is going to Slovakia, we have contacts in Ukraine, and someone from Ukraine will meet us at the border. From there, it will be loaded onto their lorries and taken into the towns.”

Businesses are needed now more than ever to help raise funds. Callaghan was grateful for all the donations but stressed the need for money.

Callaghan and others at the Leeds Ukrainian centre want to be able to supply specialist equipment for those on the front lines.

With the money raised so far, they have been able to send a truck into Ukraine with 25000 ready meals.

Charities such as The Red Cross, UNICEF and ActionAid are all providing aid in Ukraine. Waterproof groundsheet, thermal blankets, long-life food and first aid supplies are needed and can be donated to the centre.

HOW THE UKRAINE CRISIS MAY AFFECT OUR FINANCES

BY HADIYAH ILLYAS

PETROL PRICES RISE

Gas is crucial to a civil society; it is used to heat water and buildings, fuel planes and vehicles, cook and generate electricity for homes.

Russia is the largest natural gas exporter. However, Russian exports of oil account for up to 7% of the UK’s gas intake. In comparison, the EU has almost half of its gas supplied by Russia.

Despite this, British people will remain similarly affected as their European counterparts as countries are replacing gas with other suppliers and leading to an increase in demand for everyone involved. David Matjas is the manager of a bike shop in Armley, Leeds. He explains that his mother in Poland reports an increase of €3 per litre.



BILLS FOR THE HOME

Expert analysts are warning that bills may rise as much as £3,000 a year, as oil prices rise sharply amidst the Russia-Ukraine conflict.

Though those with fixed tariffs may be unaffected for the year, many tenants and homeowners are already experiencing increases in energy prices.

Joseph Hamilton is a new graduate and says he is being made to pay an increase of £700 for a two-bedroom shared property.

He says he looks forward to warmer weather which will inevitably decrease his cost of bills.

“It is becoming unaffordable and directly affecting those on lower incomes. Even people like Martin Lewis are running out of advice to give and the government needs to intervene,” explains Hamilton.

“The best thing to do is to do your own research and save money.”



FOOD MAY COST MORE

Associated costs for groceries created by the Russia-Ukraine conflict will impact customers with increased costs in foods. Greggs already alerted those costs of its baked goods could increase as a result of energy costs. Higher prices for food, energy, staff and tax changes mean that the chain’s costs will rise by up to 7%.

The company saw food prices increase at the beginning of the year and said that they were uncertain of whether they would have to increase food prices again.

Meanwhile, farmers who rely on Russian exports for fertilizer may also increase the costs in the sale of wheat and corn.

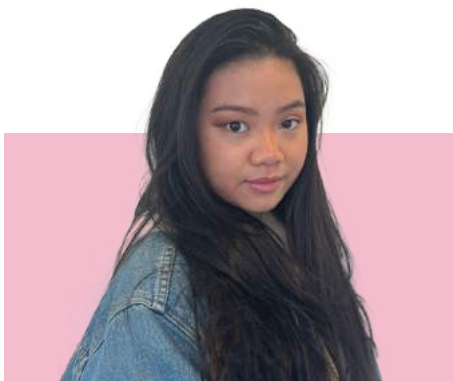


“It’s a small thing, but I’m slowly seeing my expenses go down,” explains mother of six, Bushra Khan. “I can see myself having to head down to a food bank if this gets any worse, and I would have never thought of myself in this position.”



FOOD FOR THOUGHT

Sainsbury's renames chicken product in honour of war torn Ukrainian capital



Sonya Dyne
Food and Drink

FOLLOWING THE invasion on Ukraine from Russia, Sainsbury's became the first UK supermarket to rename its Chicken Kiev to Chicken Kyiv in a show of support to Ukraine.

Kyiv, the name of Ukraine's capital city, is a spelling derived from the Ukrainian language. The word 'Kiev' derives from the Russian spelling of the word 'Kyiv'.

The giant supermarket chain has also decided to cease the selling of Russian products, like Russian Standard vodka and Karpyskiye black sunflower seeds.

A statement by Sainsbury's said: "We stand united with the people of Ukraine and have decided to remove from sale all products that are 100% sourced from Russia".

Sainsbury has also reviewed JJ Whitley products, a range of vodkas and spirits made in Russia, and decided to continue selling their products as the drinks company had said it was moving all production to Chorley, Lancashire by the end of this month.

This follows moves by many large organisations who have cut all ties with Russia after the invasion of Ukraine.



We stand united with Ukraine and have decided to remove from sale all products that are 100% sourced from Russia

The boycott of Russian products has seen action across other large food chains as well.

Additionally, Sainsbury have donated £2 million to Comic Relief to support Ukrainians affected by the war saying;

"This money will go directly to support the crisis in Ukraine via a range of measures including distributing care packages and ensuring there are child protection measures in place, donating essential supplies to the reception centers as well as medical, legal and trauma support.

Recently, Co-op Food, Morrisons, Aldi, and Waitrose have also removed Russian Standard vodka from shelves to signal solidarity with the people of Ukraine.

A spokesman from Co-op said; "Russian Standard has been taken off sale with immediate effect because it is overtly marketed as being Russian and produced there. It will not be stocked for the foreseeable future."

Marks and Spencer have also suspended shipments to Russian stores with John Lewis removing a line of pizza oven pellets.

Carmen Bryan, consumer analyst at GlobalData, said: "Governments have been implementing sanctions, however, it is interesting to see similar moves from the wider public and independent businesses."



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BOTH SIDES: HEATHER JACKSON

From power woman to giving women power

AS FORMER CEO of An Inspirational Journey, I oversaw several programmes, events and online activities such as The Balanced Business Forum and now recognised as the world's first gender-balanced leadership conference.

The inspiration for GenM came when I entered the perimenopause. I was ready to have some adventures and to unapologetically swing from the chandeliers, but within a year, I had become an emotional wreck – my self-confidence plummeted, I was incredibly fatigued, I found myself forgetting the names of colleagues I'd known for years, and I would burst into tears at the slightest things!

After multiple visits to the doctor and several tests, it was my friend (and now GenM co-founder) Sam who suggested it was likely perimenopause, as she had been through a similar experience. We just couldn't believe how little information was available, how few products were aimed at menopause, and how uncomfortable and taboo it felt to discuss it. We both felt this was completely ridiculous – half of the world's population goes through menopause! Thus, we decided to do something about it by setting up GenM which stands for Generation Menopause.

GenM works to help brands and organisations better represent the menopause in products, services, sign-posting, campaigns, and workplace policies, keeping the menopause a priority in every area of business.

Perhaps women are reluctant to talk about the menopause in the workplace. Historically we have fought hard to secure our place in the boardroom, dealing with everything from sexism to family and childcare commitments, so it makes sense that many have opted to keep the menopause issue to themselves, rather than speaking out at work. Whatever the reasons were in the past, we are no longer tolerating this issue being ignored.

Our work at GenM is focused on normalising conversations around



After spending decades building a business and raising my kids as a single parent, I was ready for some me time

menopause. Our research shows that 75% of menopausal women feel that it is still a taboo subject that cannot be openly discussed.

There are so many ways that companies can support menopausal employees, and this depends on the context – there isn't necessarily a one-size-fits-all policy.

For example, Modibodi, one of our Founding Partners, offers 10 days paid personal leave per year in addition to the organisation's existing sick leave entitlements. Normalising the conversation is the most important thing we can do to help transform the menopause experience. As the menopause is demystified and understood throughout society, everything else will fall into place.

Interviewed by Sloane Caetano

FARMERS FLOCK TO FUNDING SCHEME

Government set to give farmers a lump sum exit plan



Louisa Trussell
Agriculture

THE MUCH-ANTICIPATED plans for the Lump Sum Exit Scheme have finally been confirmed by Defra secretary, George Eustice following a public consultation which took place last year.

The scheme will open in April and will give farmers the chance to claim up to £100,000.

With the implementation of the first domestic agricultural policy in over 40 years, farmers nationwide will be making crucial decisions about the future of their farming business.

The intention of the scheme is to help farmers who are seeking to retire or leave the sector to do so in a “managed way”.

According to the government, this will also allow new entrants into the industry as lots of land will be given up and will also allow existing farmers to expand.

Candidates who participate in the scheme will be able to claim some of their future Basic Payment Scheme (BPS) money outright in a lump sum, rather than receiving it in smaller amounts over a prolonged period. After the payment is made, the farmer will no longer be eligible for any BPS payments or delinked payments.

In return for receiving some of their BPS payment, farmers will not only have to surrender their entitlements, but also either rent or sell their land. In the case of tenant farmers, they will be expected to give up their tenancies. The lump sum will be based on the average BPS received by the farmer from 2019 to 2021.

This figure will be capped at £42,500 and multiplied by 2.35 to work out the actual lump sum. This means farmers could be eligible for up to £100,000.

Mr Eustice announced that the public consultation showed most respondents were in support of the scheme, to which he also added that the scheme has been developed based on evidence that farmers have found it difficult in the past to leave the industry for financial reasons.

Discussing the scheme, Eustice said: “Those of us who grew up with farming know the emotional connection farmers have with their land and the decision to retire or exit the industry can be extremely difficult and is frequently postponed.”

“The purpose of the Lump Sum Exit Scheme is to assist farmers who want to exit the industry to do so in a planned way and provide them with the means to make a meaningful choice about the future.”



The purpose of the Lump Sum Exit Scheme is to assist farmers who want to exit the industry to do so in a planned way

Defra is supposedly planning to implement legislation which means the lump-sum payments are treated by HMRC as ‘capital’ as opposed to ‘income’ and will therefore ensure advantageous tax treatment.

The National Farmers’ Union Vice President Tom Bradshaw commented on the scheme: “Every farming business is unique, with personal circumstances, land tenure, and enterprises varying massively, so it is positive that Defra is understanding of this.



Fancy a change? This land could be up for grabs under the new Exit Scheme

“Farming is a job like no other, and deciding to leave the industry will be deeply subjective to each person.

We will continue working with Defra on the crucial New Entrants Scheme which we hope will provide a pipeline for new talent to enter the industry.”

Christina Penkett, land owner and farmer is also in support of the scheme: “We own land and have received payments from BPS for many years. The BPS is paid at the end of the year and if you follow the management of land, it is a good income.

“We manage some of our land so receive BPS. We rent out other land, so the tenant receives BPS. The scheme is a really good idea as when you get elderly you are not able to maintain your land as easily, so going into retirement you have been given a choice to make the decision earlier and aren’t forced to continue in the industry for lack of finance.”

The support of farmers is essential to the scheme working, as without their co-operation, it would be difficult to ensure farmland remains fruitful.

Farming, like many other industries in the countryside, tends to be a generational business. Land is often passed down the

“

Farming is a job like no other, and deciding to leave the industry will be deeply subjective to each person

bloodline, with families responsible for the same land for decades.

However nepotistic, this trend has seen Britain supplied with produce consistently, but the new scheme will help bleed out farmers who do not have children interested in farming, or even those without children at all. Therefore, the Government’s exit plan should ensure the security of the agricultural industry for the foreseeable future.

The scheme is open for applicants between April and September 2022. The government has also announced it has been working closely with industry leaders, local councils, and landowners to plan a New Entrants scheme to create important opportunities for new farmers.



**DON'T
LET
ANOTHER**

MAN

**GET AWAY
WITH
MURDER**

Two women
a week die at
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This hasn't
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over a decade.
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For women and children.
Against domestic violence.

BAKING MONEY

Katie Hampshire's story of how she went from furlough to a small business owner



Alyssa Brown
Employment



My family has definitely been a big part of my business and have always encouraged me

I'VE ALWAYS loved baking, ever since I was younger and would bake all the time with my family growing up.

I started to bake a lot more when we first went into lockdown in 2020, it gave me something to focus on and really helped my mental health.

I do my baking business on the side of my other job, I work as an animal care assistant at my local RSPCA centre, so still not full time but hoping to at some point in the future.

I hadn't had any experience working in a baking environment before I started my business it was all just self taught and learning as I went really.

It soon became something I found that I really enjoyed and wanted to continue doing.

My family would comment on how good

they thought my bakes were and that I should turn my passion into a business. I wasn't sure to begin as it all seemed like a scary prospect but I looked into it, did a lot of research and decided to go for it. I'm so happy that I did!

I also became part of a group on Instagram with a few other small businesses, where everyone would share their experiences, offer advice and just help each other out.

It was really nice to have a group of people who I could go to, who had been in my position and knew what it was like to start a small business.

When I first had the thought of starting a small business I never thought it would take off and that I wouldn't have the opportunities that I have had, so I think in that sense I've been very lucky.

At the same time there is a lot to do to

build a business (more than I realised at the start), definitely all part of the fun of it though; makes it all worth doing and to see your business grow.

There have been a lot of things that I've tried and experimented with to find out what works.

I was so happy to be able to say after my inspection, that I received a 5* food hygiene rating, something that I'm really proud of! I'm also currently in the process of having my brownies stocked in a couple of local shops, which has been very exciting.

I'd love to be able to expand my business as much as possible and to be able to have my bakes in more shops and cafes so that more people are able to try and enjoy them.

The advice that I would give to anyone wanting to start up a small business would be to go for it! It can be a bit daunting and a lot to take in at first but if it's something you have a passion for and want to do, it's so worth it.

Having a small business can be hard work sometimes but being able to provide people with the things you love to make and hearing their feedback on it is such a lovely feeling and definitely makes up for it

My absolute dream would be to be able to have my own cake shop eventually, have customers sit and enjoy a treat and be able to see their reactions to my creations. I'm really looking forward to what's to come for Katie's Bakes!



THE WOMEN TECH IT ALL

Three female technology specialists reveal how they are breaking the gender bias



IMOGEN TOMS, account manager at Softcat says it is key for us to feel comfortable so that we can thrive within our working environment.

We as women are definitely underrepresented. You can dissect any industry and say that it needs more diversity, but I do think tech is one sector that is particularly lacking especially for women.

It is generally more male-orientated, subjecting us to a range of biases.

Women may often feel the need to adapt to this construct, but it is key for us to feel comfortable so that we can thrive within our working environment.

I feel that one of the biggest barriers to change is the neglect of female voices.

We need to listen and truly understand women's needs and ideas to build the equal world that we all envision.

We must invest time and effort into ensuring that women are supported and inspired within the tech industry. Only then can we truly continue to develop and evolve.



DEB HETHERINGTON, Head of Innovation at Bruntwood SciTech says the pool that us females are swimming in is competitive and challenging

I am passionate about diversity and inclusivity within the digital space, traditionally maths, physics and eventually computer science has been dominated by males.

The reason I'm so determined about shifting this tradition toward increased female representation is that those building, designing and promoting technology solutions, need to be fully representative of the society they are building the technology for, otherwise the levels of inequality will only deepen.

However, the barriers are drastically improving. I work with hundreds of technology companies and the vast majority are working proactively on their skills and recruitment strategies to include diversity and inclusion.

It is tough, the pool that us females are swimming in is competitive and challenging. The solution is to make the world of technology more equal and accessible to all.



SANDRA PATEL-STEWART, CEO and Founder of Transition Partners says I am a firm believer that diversity drives innovation

There are many reasons for the lack of women within the tech industry but for me, one key factor is due to the absence of role-models for women within the industry, particularly in leadership roles. The tech sector is a very male-dominated industry and I am a firm believer that diversity drives innovation.

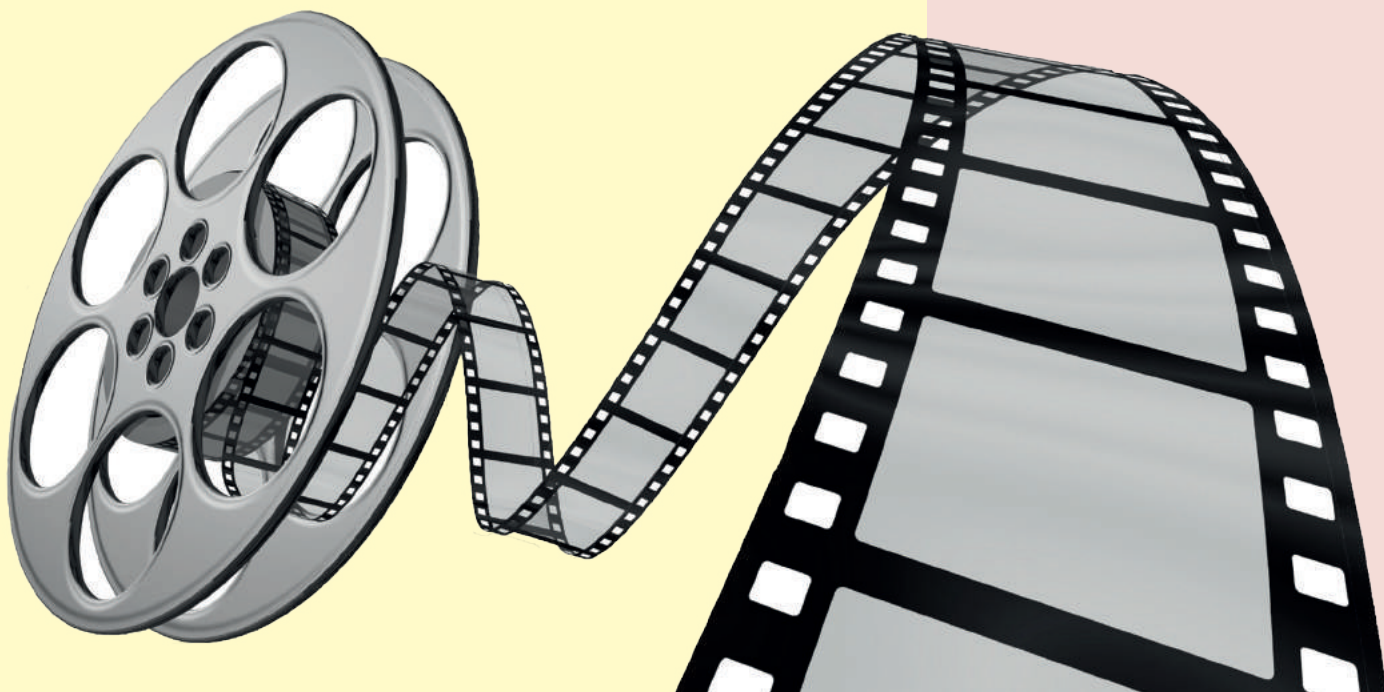
I feel that businesses need to empower females by offering equal and inclusive opportunities. For example, flexibility for mums and ensuring their leadership boards have good representation.

Inclusive organisations for women in tech must start by helping women feel confident to make their own decisions and feel that their voices will be heard.

Even though there is still a long way for women to combat gender bias, I do see genuine change. Female representation will only continue to progress as we maintain a solid, positive and thriving community that promotes diversity and inclusion.

THAT'S A WRAP!

Another success for **The Independent Directions Film Festival** this year



Erin Rofe-Turner
Arts

INDIS FILM Festival is an industry-based event aiming to provide training, advice and signposting to young people aimed 15+, before hosting a selection of film screenings that are almost impossible to find anywhere else.

The event was organised by Leeds Young Film; a company who creates opportunities for young people of all ages to develop their creativity through the exploration of moving film, with the kind support from the BFI (British Film Institute) and the National Lottery.

In previous years, the event has been hosted in person.

However, due to the current climate, event organizers decided that hosting the festival online would be the safest option.

Previously, the festival boasted between 1000-4000 attendees, with participant figures higher online.

Organising an event of this size takes a lot of time and commitment to ensure an engaging event even when watching online.

Debbie Maturi is the Manager of INDIs Film Festival and Director of Leeds Young Film Festival.

She said: "The main challenges we have faced this year are the pandemic and having to make a last-minute decision to move the event online. Other challenges are usually around reaching our audience of young people.

"We have fantastic support from professionals across the Screen Industries, many of whom give their time for free to support us to reach as many young people as possible."

There were a variety of workshops that took place over the weekend providing young people with valuable insights regarding career building and networking.

Further practical sessions such as genre-specific script writing sessions and hearing how the professionals took their first steps into the industry.

Councillor Jonathan Pryor, Executive Member for economy, culture and education said: "Leeds has a long and proud his-

tory of nurturing talent in the film industry.

"By nurturing and celebrating young talent, we are supporting the future of arts and culture in our city."

Events like these are a brilliant way of offering career support for young people, but events like INDIs are becoming increasingly important today for another reason.

The arts sector has continuously been hit by factors such as funding, and quite frankly the amount of time it has been questioned whether the arts should be in the education system at all.

In 2021, the UK government approved plans to cut arts funding by up to 50% across higher education courses, resulting in huge losses for the sector.

The Office for Students (Independent regulator of higher education) confirmed on the back of this, this is the equivalent of individual students having their funding cut from £243 to £121.50 in an attempt to invest more in STEM subjects.

Despite this, the arts sector will continue to grow and bloom as long as events like this continue to happen, providing a platform for young people to engage in the film industry, and others alike, and to act as a hub for new ideas to inspire the future.

INDI's Film Festival will take place again in 2023, whilst there will be other events

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you
listen
to
this?

EXIT PLAN

Dan Flynn discusses whether the metro system will ever make tracks

WEST YORKSHIRE'S desire for high-speed transport is possibly the UK's worst kept secret.

On 13 different occasions, Leeds has been directly involved in an attempt to implement a travel system that would compete with the economic giants that are dotted around the country.

The self-professed capital of West Yorkshire is the largest city in the country to not boast a high-speed rail system of some form – a record that is neither welcomed nor ignored by the powers that be.

Newcastle, Manchester and Sheffield all reap the rewards of a metro system, providing interconnectivity for their citizens while decreasing carbon emissions.

These Northern strongholds - one of which (in terms of latitude) is the most Northerly city in England - have seen the fruits of their labour blossom into a self-sustainable and mutually beneficial rail system.

So why has Leeds, even dating back to 1945, had such difficulty implementing high speed travel?

While a number of the previous failings can be attributed to the central government, the necessity for high-speed rail is more prevalent than ever due to growing concerns about air pollution.

The introduction of a 'clean air zone' in Leeds city centre is the most obvious sign of intent the council have shown in recent years, but perhaps the failings of past governance have come from the factionalism of West Yorkshire.

The lack of power harboured by the county's councils is such a key factor in the struggle - with proportional representation being employed, making divisive decisions difficult.

How the council was constructed made it difficult to follow through with plans, and when the plans were passed, they were underfunded and required internal finances that were not available.

Therefore, the combination of a fractious council and an underfunded region ensured that all the attempts of the past were ultimately in vain.

This is not just my opinion – clearly – as the new devolution package that has been afforded to West Yorkshire revolves around two things: a mayor and a metro.

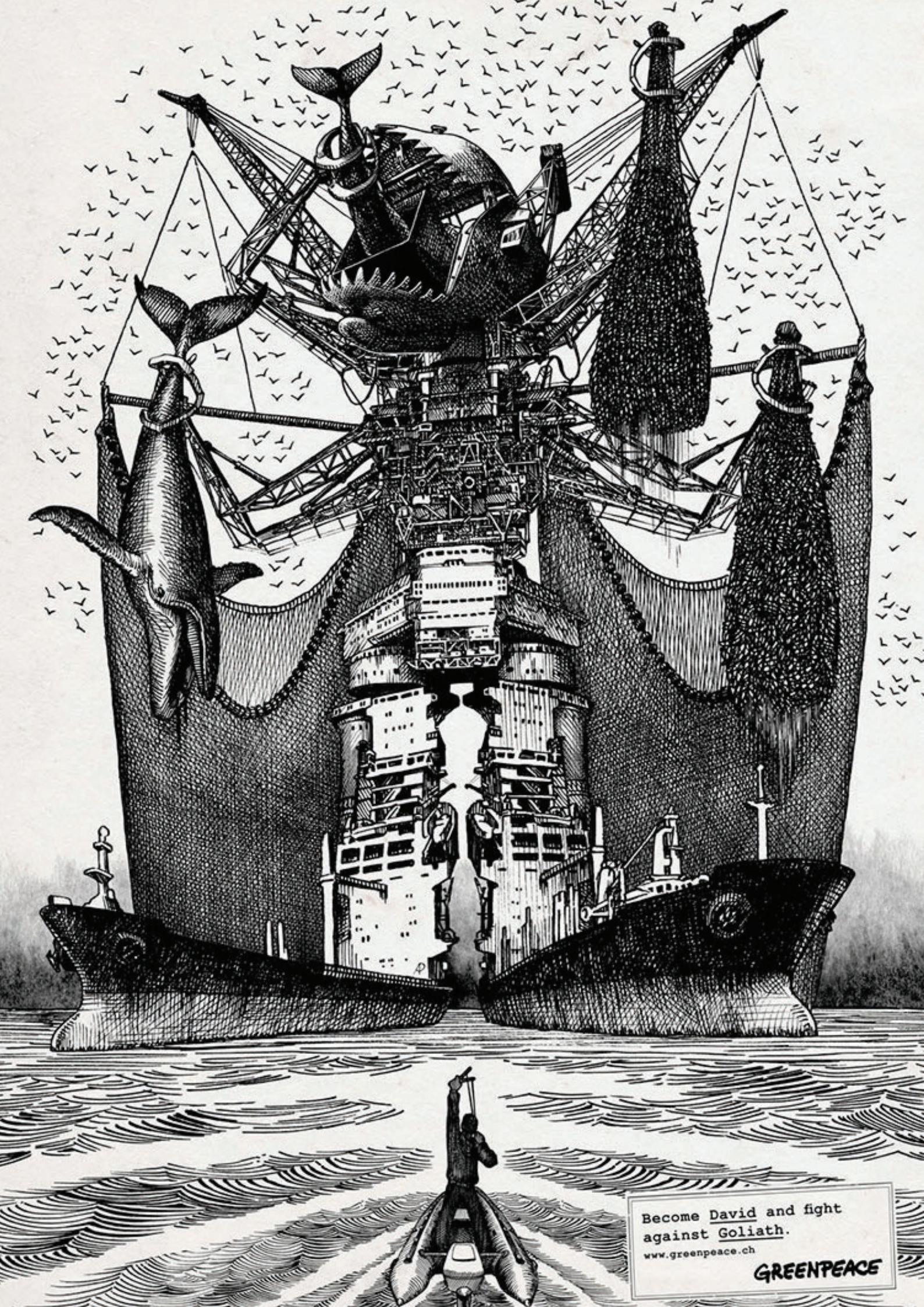
The mayor was awarded with the final authority to make sure decisions can be passed efficiently. As for the metro, that comes with the funding required to make it, meaning there is now no excuse not to get it over the line.

The interconnectivity of a metro system not only helps combat the air pollution problem, but the economic impact is huge. It takes money out of personal vehicular travel and puts it into a state-sponsored system that ultimately feed's it back into the region.

It is a costly scheme, but it is cost effective. Standard ticket prices often float around £2 for a single journey and £5 for a day pass. An uptake of 10,000 travellers per day would generate somewhere between £20,000 and £50,000 for the local economy, making it a self-sufficient system.

But try not to get too excited, we have been here before. We are not doomed to replicate the failings of our forefathers, but the burden of their failure has never been as helpful as it is now.





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