

**REPORT OF THE STRATEGIC DIRECTOR OF PLACE TO THE MEETING OF
REGENERATION AND ECONOMY OVERVIEW AND SCRUTINY COMMITTEE TO
BE HELD ON 14TH NOVEMBER 2017**

Subject: Business Support Initiatives

Summary statement:

**Overview of the current business support provision in the District provided by
the Council and its Partners**

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Overview & Scrutiny Area:

Regeneration and Economy

1. SUMMARY

Helping businesses to locate and expand within the district is a key area priority for the Council. Not only does business growth create economic growth and employment for our residents, business rates generated provide a stable source of income for the Council. To this end we play a key role in directing and delivering business support provision both in the District and City Region.

This report outlines the areas of activity undertaken through the Economic Development Team and through partnership working. Details are also provided of Leeds City Region Local Enterprise Partnership (LEP) and European Structural and Investment Funds (ESIF) activity in addition to key local delivery.

Direct business support is offered through the Council's Invest In Bradford Brand, offering wrap around support to businesses seeking to invest or grow within the district.

The Economic Development Team works with partners and local businesses to identify gaps in provision and work collaboratively to address those gaps either through new programmes or informing existing provision. Examples include the City Centre Growth Zone and the development of the Business Improvement Districts.

Where appropriate the team work with partners to maximize additional delivery. Currently this includes acting as Accountable Body for partner organisations seeking EU funding for community led provision, which includes significant business support activity. When available the team work to ensure any Council match funding is used to lever in significantly more resources and maximize impact on the district.

At city region level the Economic Development Team work to ensure the district has as key voice on the future of business support within a devolution agreement and support access to additional national and EU funding.

The development and delivery of provision is focused on areas that are identified as priorities for the Council. These can be sectoral, geographical or in response to specific issues (e.g. flooding). The team also work to ensure emerging issues, such as those highlighted through the Economic Growth Strategy are reflected in activity.

Further detail on some of the current delivery is provided in **Appendix One** – volumes of outputs and grant values for the City Centre Growth Scheme, the Big Growth Programme and the Digital Enterprise Programme.

Appendix Two includes case studies of a small number of Bradford Businesses that have been supported by Council Advisors; providing examples of how this assistance has supported growth and job creation.

2. BACKGROUND

- 2.1 The goal of Bradford District's new economic growth strategy is a high-value, high-skill economy driven by innovative and productive businesses that delivers opportunity for all.

The strategy highlights that closing the £4 billion productivity gap with rest of the UK is central to achieving this goal. Raising productivity will require focussed action to improve the performance of existing business and grow the overall number of businesses across the district.

An effective business support offer is central to this and will be delivered by a range of local, regional and national partners with a clear focus on innovation, workforce skills and exports.

This means identifying and supporting high growth potential businesses, increasing the number of new business start-ups and creating an attractive offer to businesses looking to expand and relocate into the District.

We also need to create the places and spaces that the next generation of wealth creators will want and need to grow their businesses.

It is also critically important that this support extends to all people in the district to ensure that we build an inclusive economy that releases the potential of everyone to contribute to and benefit from business growth.

2.2 Overview of Council Delivery

2.2.1 Invest in Bradford

CBMDC's Business Investment and Enterprise Team, under the Invest in Bradford brand, typically fields and manages around 500 detailed enquiries per annum. The team account manages companies from enquiry to conversion of the investment project, diagnosing business growth needs and brokering in support from other public or private partners as required by the client. They publicise and signpost to external business support programmes, advising on property, assisting with grant applications and advising on doing business with the Council.

To help market properties to potential investors and business occupiers, a comprehensive database of vacant property/ accommodation is provided for businesses via the Invest in Bradford website (www.investinbradford.com). The database currently contains 406 properties including retail, office, leisure, industrial, enterprise centres and development sites.

The team also deliver inward investment work for the District, generating enquiries and promoting property development schemes available to business end users. The team work with a large number of existing larger businesses (both foreign and overseas owned) to facilitate significant investment in the district. Successful investment projects of all types handled by the team totalled over £41 million investment and created 455 jobs in the last 12 months. The team also work with the LEP to develop the joint Leeds City Region (LCR) working on inward investment.

2.2.2 Enterprise Europe Network

CBMDC's Economic Development Team is a partner in the Enterprise Europe Network (funded by the European Commission and Innovate UK), which offers a wide range of support to local companies who wish to grow their business through international trade and innovation. The local service is part of a network which now has over 600 partners in over 60 countries.

Companies are able to use the Network's services to try to find commercial, technical and research partners in Europe and beyond, as well as to access information about markets and funding, particularly R&D and innovation funding. These services are offered free of charge to businesses throughout the Yorkshire & Humber region.

In the last 12 months the CBMDC-based team assisted companies based in the Bradford District on 70 occasions. In addition, seven firms in the District used the Network's public sector tenders alerting service.

2.2.3 City Centre Growth Scheme

This scheme is providing £35m of Public Sector investment in the City Centre, helping to create the right conditions for business, to make the City Centre a great place to set up, grow and run a business.

Through the provision of capital grants and business rate rebates, the scheme has supported 223 businesses to either open or expand within the City Centre, 43 of which have been new start-ups. The majority of businesses supported have been independents, adding to the diverse offer in the City Centre. 700 new full and part-time jobs, equivalent to 595 Full time equivalent jobs have been created. The scheme has also impacted on the high street by supporting 84 vacant units to be brought back into commercial use.

Under the umbrella of the City Centre Growth Scheme, the Priority Streets initiative was launched in summer 2015. This targeted funding aims to incentivise businesses to bring back in to use vacant ground floor units in key retail streets with high volumes of vacant properties. The package of support includes capital grants towards property improvements and equipment purchases along with business rate rebates. Maximum grant values are 200,000 Euros (Approximately £176,000 at 31.10.2017 exchange rate).

A review of the Priority Streets scheme was undertaken in summer 2017, taking into account current vacancies, feedback from stakeholders and an analysis of grant enquiries. As a result the geographic coverage of the scheme has been increased to include additional areas of the City Centre where this scheme can make a significant impact.

Along with securing a top award from REOS (formerly the British Council of Shopping Centres) in 2016 for Public Sector delivery, the City Centre Growth Scheme has recently been awarded highly commended in the category of “Improving the business environment” by the 2017 Enterprising Britain Awards. Full details of the benefits achieved to date by this scheme are provided in Appendix One.

2.2.4 Bfunded

Bfunded is a partnership project lead by the Council providing a funding information website for businesses and community organisations in Bradford. The website - www.Bfunded.org.uk, includes a free searchable database of local and national funding sources. For the 12 month period Oct 16 to Sept 17 a total of 481 businesses registered or used the site. In the same period business that had used the site generated a total of 2703 funding enquiries.

2.2.5 South Pennines LEADER Programme

The LEADER scheme is part of the Rural Development Programme for England (RDPE) and is funded by the European Agricultural Fund for Rural Development (EAFRD). The scheme provides grants locally to businesses and organisations to support increasing farm productivity and diversification, rural tourism, and cultural and heritage activity. The Council is acting as the Accountable Body for the programme, working in partnership with Pennine Prospects as lead delivery organisation. The current 2015-2019 Programme is for approximately £1.3m. Subject to Local Action Group sign off, five Bradford businesses are in line to receive grants totalling £227,620, based on total investment of £481,118.

2.2.6 Community Led Local Development (CLLD)

Currently in appraisal are applications for European Regional Development Fund (ERDF) and European Social Fund (ESF) support for five year CLLD programmes for Bradford Central and Keighley. The Council, as Accountable Body, is working with delivery partners Action for Business Ltd and Cnet in Bradford and Airedale Enterprise Services, in Keighley. Subject to funding, the planned programmes are as follows:

Keighley CLLD – £4.9million Programme

The programme will provide small scale business grants /voucher scheme to support start-up and growth, activities to promote entrepreneurship and self-employment, tailored business support for start-ups and existing SMEs, social economy and social enterprises as well as support for federation/cluster development for small businesses.

Bradford Central CLLD - £6million Programme

The programme establish an enterprise hub with community-based satellites, to provide an expert 'one stop shop' for business networking, skill sharing, support, including from the wider business support infrastructure, and a physical base for those who need it. The support offer will include targeted access to mentoring, business advice and support skills support, networking and events, finance, support for business clusters.

2.2.7 SkillsHouse

A partnership led by Children's Services, SkillsHouse: Bradford's "Retail Academy" provides recruitment and training services to employers within the Bradford district. SkillsHouse offers one stop shop designed to boost retail, hospitality and visitor economy businesses and help local people find jobs in Bradford. To date the scheme has supported 920 Bradford residents into employment.

Major businesses benefiting include Debenhams and Marks and Spencer, who have been supported with their extensive recruitment and training needs. Debenhams alone were supported with the recruitment of 200 people prior to The Broadway opening. Debenhams and Marks and Spencer continue to work closely with SkillsHouse to fill their seasonal vacancies. We are particularly pleased that over 60% of those who start with these employers in temporary roles are converted to permanent contracts.

Current clients include XPO at Pro Logis Park, who are expanding and taking in further distribution business from Marks and Spencer. SkillsHouse are providing a pre-employment support package resulting in XPO offering employment to SkillsHouse clients. The team are also currently sourcing people for 60 vacancies at the new KFC restaurant opening at Odsal Top before Christmas.

SkillsHouse continues to provide the retail and hospitality academy with WorldHost Principles of Customer Service embedded in delivery; to date over 900 local people have completed WorldHost training

2.3 Local Enterprise Partnership (LEP) Programmes

2.3.1 Economic Development officers play a key role in working with the LEP to develop new City Region wide business support products. Officers provide Bradford representation on key boards and steering groups to ensure that provision meets the needs of local businesses. LEP products include:

2.3.2 SME Growth Hub

The Council hosts and employs two Business Advisors through the SME (Small and Medium sized Enterprises) Growth Hub programme, covering Bradford and Airedale and Craven. The Advisors have provided business support to a total of 259 businesses since the commencement of the programme in June 2015. 86 businesses have been supported in the period from 30/06/16 to 1/07/17. The posts are funded by a 50:50 contribution from LCR LEP and CBMDC.

2.3.3 Business Growth Programme

This LEP programme provides grants of between £10,000 and £250,000 to SME businesses who will use the funding for capital investment in fit-out and refurbishment of buildings, plant, machinery and equipment, creating permanent jobs in the Leeds City Region.

Please see Appendix One for details of the grants under both the Big and Small programmes that have been awarded to Bradford businesses, the vast majority of this investment is in manufacturing sector.

2.3.4 Access Innovation

Launched in summer, Access Innovation is a new package of support available for SMEs to develop new products and processes. Providing advice, specialist workshops (e.g. IP, R&D tax credits) and grants of up to £50,000 - to purchase specialist expertise or equipment, or facilities available through research organisations.

2.4 European Structural and Investment Funds (ESIF) Funded Provision

2.4.1 Ad:Venture

The AD:VENTURE programme provides dedicated support to eligible young and new businesses who have strong growth ambitions. The £13.76m LCR wide programme offers wrap-around support for eligible pre-start, young and new firms that can demonstrate clear growth potential, particularly in key priority sectors. The programme provides a business start-up support programme, business planning workshops, dedicated business support in the first three years of trading, access to finance, action learning and peer-to-peer support networks and mentoring across a range of commercial and industrial sectors. Grants of up to £25,000 are available for start-up and growth. 75 entrepreneurs and enterprises are currently being supported across the Bradford District. To date two Bradford Business have been awarded grants with a total value of £31,450. Grant awards to a further four businesses are currently in progress.

Programme partner, the West and North Yorkshire Chamber of Commerce, employ the core delivery team of 12 business advisers and one specialist IP and Online services Adviser. Two of the business advisers are working across the Bradford district providing business

support to High Growth business start-ups in the form of both 1:1 meetings and workshops. One advisor is currently hot-desking within Council offices alongside LEP SME Growth Managers and the Economic Development Team.

In addition providing match funding for the core programme offer, the Council is part-funding a Digital Health Enterprise Advisor who will be based part-time at the Digital Exchange. Intensive support to Digital businesses using an accelerator model has been added to the local offer. Following a tender process, DHEZ Ltd have been awarded the delivery contract, which will see 20 digital business assisted to develop products and routes to market.

2.4.2 Digital Enterprise Fund

The Council is a partner providing match funding for this specialist business support programme. Support is focussing on helping businesses in the Leeds City Region to achieve growth through the exploitation of digital technology. It is encouraging firms to take-up faster digital connectivity or introduce enhanced ICT systems to improve business performance, through the provision of grants.

2.4.3 Resource Efficiency Fund

The scheme provides a new business support product, integrated into the Leeds City Region Growth Service, to remove the barriers that are currently preventing SMEs investing in cost effective resource efficiency measures.

The scheme provides SMEs with detailed advice on potential measures that they could implement and invest in to reduce costs and improve their resilience. 50% SME match-funded grants of between £1,000 and £10,000 are provided to support businesses in implementing identified measures. Of the current caseload of 157 businesses engaged on this scheme from across Leeds City region, 11 are Bradford companies.

2.5 Examples of other Business Support Provision in the District

2.5.1 West and North Yorkshire Chamber of Commerce

The Chamber provide a range of businesses support including support to high growth businesses through their Ad:Venture team.

Chamber International supports businesses of all sizes throughout the UK to develop overseas presence and begin (or increase) international trading.

The Chamber host a number of support networks: Bradford Property Forum, Leadership Groups and Bradford & Airedale Manufacturing Alliance (BAMA).

In addition they provide a range of managed work space: – Chamber Business Park, Commercial units at Commerce Court and fully serviced 'Grade A' offices and meeting rooms at City Hub. Packages of support are offered across all sites which include networking and general business support.

2.5.2 Community Based Delivery

Community based enterprise support is delivered through a number of community hubs throughout the District. Organisations including Airedale Enterprise Services (AES), Carlisle Business Centre, Bradford Trident and Inspired Neighbourhoods provide locality based support for businesses and for individuals considering self-employment. As an example, AES provide a wide range of support including coaching, access to loans, office space and business services and training. Their AWWsome Business Club brings together a diverse range of businesses for networking and events.

2.5.3 New Enterprise Allowance

Delivery of the DWP (Department of Work and Pensions) funded New Enterprise Allowance scheme in the District is through Pinnacle People. The scheme is engaging people receiving certain benefits mainly via referrals from JCP Work Coaches. Provision includes coaching support to develop a business idea and commence trading followed by 12 months post start-up mentoring. Additionally the scheme provides access to start-up loans.

2.5.4 Digital Health Enterprise Zone (DHEZ)

Digital Health Enterprise Zone (DHEZ) is a University of Bradford led Leeds City Region wide programme to support SME's to incubate and grow digital innovations in health and social care. Based in the Digital Exchange in Little Germany, DHEZ offers affordable workspace, mentoring, product development and testing, SME events, and access to finance and markets.

Also based in the Digital Exchange is Digital Catapult Centre Yorkshire, a regional centre of the National Catapult. It supports advancing tech SME's to new markets more quickly and the transformation of existing businesses. DigiCatYorks brings together academic research, SME's, large businesses and the public sector from around Yorkshire to collaborate and develop projects, which commercialises R&D and make breakthroughs in data and digital technology. Priority areas are Digital Manufacturing, Internet of Things, Digital Health, Cybersecurity and Creative Industries.

2.6 Future local delivery – Programmes In Development

2.6.1 Local Enterprise support Programme

The Council is looking to commission a three year programme of support that complements, fills gaps, and provides referral routes into current business and enterprise delivery. The programme will assist businesses in sectors not eligible for ESIF support (i.e. retail, hospitality, etc.) – prioritising small independent visitor economy businesses and market traders in Bradford City Centre and the town centres in the Aire Valley. In addition the Programme will deliver pre-start support in disadvantaged communities, assisting individuals who are not eligible for current provision or who need additional support to access it.

With a launch anticipated early in the New Year, the programme will support the Economic Growth strategy; encouraging and enabling the District's residents to be enterprising; delivering inclusive growth, helping to sustain small independent businesses and supporting individuals furthest from the labour market with aspirations of self-employment.

2.6.2 Tech Bradford

Inspired by Bradford's young innovative and entrepreneurial population, the People and Innovation Board led Tech Bradford is an initiative currently being shaped to create an ideal place for young people whatever their personal circumstances to be inspired and supported to start and grow a tech business. It involves a partnership approach to enhance existing support and infrastructure, to build a strong entrepreneurial environment to support young innovators to network, commercialise and scale their businesses.

3. OTHER CONSIDERATIONS

None.

4. FINANCIAL & RESOURCE APPRAISAL

There are no financial implications arising from this report.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

There are no specific risk management or governance issues arising from this report.

6. LEGAL APPRAISAL

There are no specific legal implications arising from this report.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

There are no impacts arising from this report

7.2 SUSTAINABILITY IMPLICATIONS

There are no impacts arising from this report

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

There are no impacts arising from this report

7.4 COMMUNITY SAFETY IMPLICATIONS

There are no impacts arising from this report.

7.5 HUMAN RIGHTS ACT

There are no impacts arising from this report.

7.6 TRADE UNION

There are no impacts arising from this report.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

The report seeks to provide members with an overview of current business support provision in the district. Members are asked to consider the report and provide views and comment.

10. RECOMMENDATIONS

That the Committee comment on the issues raised in the report.

11. APPENDICES

Appendix 1 - Further Programme details – Output volumes and grant values
Appendix 2 - Case Studies

12. BACKGROUND DOCUMENTS

Invest in Bradford Website – <https://www.investinbradford.com>

Enterprise Europe Network website - <https://www.enterprise-europe.co.uk/>

Bfunded Open 4 Business Portal -

<http://www.idoxopen4business.co.uk/bradfordbusiness>

City Centre Growth Scheme – Maps, guidance and application documents -

<https://www.investinbradford.com/city-centre/growth-zone/>

South Pennines Leader Programme website -

<http://www.southpenninesleader.co.uk/>

SkillsHouse Website - <http://skillshousebradford.co.uk/>

Ad:Venture programme website - <http://ad-venture.org.uk/>

Leeds City Region LEP website - business support area - <http://www.the-lep.com/for-business/>

New Enterprise Allowance campaign -

<https://www.gov.uk/government/collections/new-enterprise-allowance-campaign>

Digital Health Enterprise Zone business support offer - <http://dhez.org/business/>

West and North Yorkshire Chamber of Commerce business support offer -

<http://www.wnychamber.co.uk/business-support/>

Further Programme details – Output volumes and grant values

1. City Centre Growth Scheme

1.1 The key outputs reported by the scheme to date are detailed below:

Deliverable	Volume	Comments
Businesses Supported	223	Includes Business Rates Rebates recipients and Capital Grant beneficiaries
Direct Jobs Created and Verified	595 FTE	BEIS Target for City Centre is 500 FTE jobs outside of the Broadway Centre. Actual jobs created = 700
Indirect Jobs Created	1573	Number of jobs created in the Broadway Centre
Empty City Centre Units brought back in to use	84	As a result of Rebate and/or capital incentives
New start businesses	43	New Businesses starting up within the City Centre Growth Zone with the support of the scheme

1.2 Grant awards and committed expenditure -

	No. Grants Awarded	Awarded to Date (Cumulative)
Capital Grants	96	£5,895,667.30
Rate Rebates	212	£5,507,433.40
Priority Streets - Capital	6	£215,401.85
Totals	318	£11,618,502.55

2. LEP Business Growth Programme

2.1 Latest figures for grants awarded to businesses in the Bradford District.

Year of award	Number of Awards	Total Investment	Grant Offered	Number of Jobs proposed
Big Programme – Grants awarded above £100,000				
2015	5	£7,008,710	£1,175,000	134
2016	2	£6,200,000	£500,000	70
2017	0	0	0	0
Totals	7	£13,208,710	£1,675,000	204
Small Programme – Grants awarded under £100,000				
2015	27	£8,743,370	£912,274	105
2016	25	£8,334,645	£744,662	122
2017	19	£4,742,769	£569,541	68
Totals	62	£21,820,785	£2,453,316	295
Total for both programmes	69	£35,029,495	£4,128,316	499

Average grant awarded per new job proposed	= £8,273.18
Average investment per new job proposed	= £70,199.38
Average investment per award (small grants)	= £351,948.14
Average investment per award (Big grants)	= £1,886,958.57

3. Digital Enterprise Fund

3.1 Summary of grant awards made to Bradford businesses as at 30/06/2017

	No. Businesses	Total Value of Investment (Est.)	Value of Vouchers
Vouchers Awarded	21	£183,731	£67,449
Decision in Principle (possible additional)	12	£126,189	£41,088
Total	33	£309,920	£108,537

Average Intervention rate	37%
Average Voucher Value	£3,212

Exa Networks

SPECIALIST IT firm Exa Networks is looking to double turnover within two years after relocating to a significantly larger base near Bradford city centre. The company has invested £1.5 million buying and converting the 15,000 sq ft former Anchor Housing base on Bolton Road. Exa relocated their workforce from Cottingley in December 2016. The award-winning firm, launched 13 years ago by Mark Cowgill, Thomas Mangin and Michael Syree, is a leading independent internet and broadband connectivity provider for schools and businesses across the UK. Its specialist education operation includes providing IT training for teachers and curriculum-related work. The ground floor of the new headquarters has been converted into a training and events space for up to 120 people. The company hopes the new location will make it easier to recruit people for its niche operations as the office is close to public transport hubs and the new Broadway shopping centre.



Job Created - 35
£250,000 BGP

How has Bradford Council helped?

Exa benefits from the Council's City Centre Growth Scheme (CCGS) through a business rate rebate and has also received funding from the LEP's Business Growth Programme (BGP) for capital developments.

Company Feedback

Mark Cowgill, co-founder and director, said: "Buying this building ends a two-year search for a suitable location large enough to cater for further growth".

Grant – £140,280 CCGS

Eclipse Legal Systems

Eclipse Legal Systems is the UK's leading provider of Case Management Software for legal services organisations. The company was founded in 1987, is based in Bradford, and specialises in the design, creation, modification, testing and support of software solutions. The Eclipse "Proclaim" System is utilised by over 18,000 professionals with applications to a wider range of organisations including the commercial, charitable and public sectors. The company attributes its continued success within a highly competitive marketplace to the energy, commitment and adaptability of its staff and management team and the ability to meet and exceed the needs and expectations of clients in the provision of software solutions which enable clients to operate more efficiently. Clients range from household name organisations (such as Eversheds Solicitors, Cooperative Legal Services, and DLA Piper Solicitors) through to niche market operators and sole practitioners.



Solicitors) through to niche market operators and sole practitioners.

How has Bradford Council helped?

Bradford Council's Business and Investment team have provided support and assistance to Eclipse Legal Systems with regard to business development and the recruitment of new staff in order to facilitate future business growth. Support including a business rates rebate was provided through the Bradford City Centre Growth Scheme.

Company Feedback

Eclipse Legal Systems' Steve Ough commented "We very much appreciate the assistance provided by Bradford Council which has enabled us to develop a more proactive business development strategy and recruit the required staff to deliver future business growth. We look forward to continuing our cooperation in the future."

Grant – £160,000

Jobs Created - 18

Canvasman

The firm, which manufactures bespoke boat covers and outdoor canopies, moved to new headquarters in Sapper Jordan Rossi Park. The premises are about three times the size of their previous property. The company plans to increase its workforce from 20 to 50 within the next three years. The company started in 1996 in Mr Salisbury's basement at his home in Leeds. The business has since grown from a one-man operation to a dedicated team of designers, cutters, sewers and fitters. It creates bespoke boat and vehicle covers as well as shop canopies for a variety of clients. The company also offers a full refit and upholstery service, and designs and manufactures shade sails. It continues to grow, with a turnover of approximately £1 million a year. Canvasman was able to expand and relocate following a funding package agreed with NatWest, the Textiles Growth Programme and the Business Growth Programme. In 2015, Canvasman won the best company culture award at the Europe, Middle East, and Africa region business excellence awards.

How has Bradford Council helped?

Bradford Council's Business and Investment team have provided support and assistance to Canvasman with regard to relocation and accessing funding through the Leeds City Region LEP's Business Growth Programme.



Company Feedback

Managing director Chris Salisbury said: "The relocation marks an exciting growth opportunity for the company. It is exciting for us to move but it has been a long road to do it. We have outgrown our premises in Otley. We are now able to bring new members into our team and offer our services to more customers".

Grant– £80,000

BGP

Jobs Created - 8

Eatons Solicitors

Eatons Solicitors is a long established firm which has been providing legal services and advice for over 100 years. The firm currently employs a total of 50 staff with its head office located in Bradford City Centre on Darley Street..

Over the last 12 months the firm has expanded in the areas of Industrial Disease, Employment and Personal Injury, which has resulted in the need for further recruitment in these departments. The firm has plans for future growth and is developing a national reputation as a market leader in the provision of legal services relating to Noise Induced Hearing Loss.

How has Bradford Council helped?

Bradford Council's Business Enterprise and Investment team have provided support and assistance to Eatons Solicitors with regard to business support and the recruitment of new staff, in order to facilitate future business growth. Business support included grant assistance through the Bradford City Centre Growth Scheme

Company Feedback

Eatons Solicitors, Lloyd Bowman commented "We very much appreciate the support and assistance provided by the Council, which has allowed us to develop a more proactive business development strategy and recruit the required staff to deliver future business growth."

Grant – £58,000 City Centre Growth Scheme

Jobs Created - 4



Cougar Products Ltd

A Bradford-based manufacturer of cosmetic and skin care products has sent its first consignment to South Africa after the Enterprise Europe Network Team found the company an experienced distributor.

The company employs 20 people at its Bradford HQ. Their unusual product range includes anti-ageing skincare serums with ingredients such as viper venom, bee venom, snail slime, wild caviar and volcanic ash. Cougar's products were already available in Europe and the US but the company had been keen to explore other world markets.

How has Bradford Council helped?

The company had identified South Africa as a target market and had a customer wanting to buy products. EEN Advisor, Daniel, found a suitably qualified distributor in the North East through the EEN partnering opportunities database.

Company Feedback

Jordan Graveson, Cougar Products said "*Working with EEN and Daniel has been a very good process. Yes, we know our market, but to have contacts in place who share that mutual interest makes things so much easier*".