

# east midlands chamber

Derbyshire | Leicestershire | Nottinghamshire

## Annual Report 2023/2024

To **enhance** East Midlands  
businesses and communities

# President and Chief Executive's Welcome

2024 has been a year of change. Half the world's population had the chance to vote in national elections, with most voting for new leaders. In the East Midlands, we have a brand-new political structure with the Combined Mayoral Authority for Derbyshire and Nottinghamshire, albeit not for Leicestershire. There has been continuing evolution of long-term trends: the effects of Brexit, Covid-recovery, international wars, monetary policy. This has played out in the cost-of-living crisis, in changing approaches to resilience and to trade. All in all, another tricky year to navigate for the businesses of the East Midlands.

In this report you can see the vast reach of East Midlands Chamber, the thousands of organisations – not just businesses – and the thousands of people it touches. You will see the financial stability that provides it with the resources and confidence to do its job so well. Being the biggest and strongest chamber in the UK is not an objective, but it does provide a solid platform to employ great people and to run a great business.

Changed political structures have led to a fragmentation of business support, making parts of it a postcode lottery. The Chamber chose to invest funds to help smooth the impact of that patchy framework. One consequence is the Chamber reporting a financial deficit for 2023/24. The Board is entirely content with this use of the Chamber's resources. We are a membership organisation; our strong financial reserves are there to provide support for the businesses and communities of the East Midlands, and that is what these funds have done.

During my time as President, I have prioritised two themes. The first is how best to support the communities of which we are part, noting the importance of strong communities to business stability. The second is to support generation next-but-one; those who will inherit the

consequences of the decisions we all take now. The Chamber has played an active role in each of these themes, although there is always more to do. All I ask is that each of us use 'community' and 'generation next-but-one' as a lens when we make our own decisions.

I would like to thank those who have learned about and contributed to my chosen charities of the year, the three Community Foundations that cover our patch: Foundation Derbyshire, Leicestershire & Rutland Community Foundation, and Nottinghamshire Community Foundation. They ensure that charitable giving goes to truly effective, truly local groups. Some 85% of charitable giving goes to just 4% of charities, almost all London-based and London-centric. As with much else, the East Midlands sits well down the national league table. Local charities and groups are doing vital local work. Many are struggling financially. Supporting this element of our local infrastructure is vital and I am pleased the Chamber can help.

Last year, I wrote about why I chose to be on the Chamber's Board. I wrote that whatever help an organisation might want, I am confident that the Chamber will provide a professional and constructive response. At times of change, stability

and reliability of this sort is critical and I truly believe the Chamber is an asset to our region. I make no apologies for repeating that statement this year, too. East Midlands Chamber provides a voice for our three counties and three cities; a voice that is often wider than just a voice for business. The Chamber truly embraces its mission of enhancing East Midlands business and communities.

**Long may that continue.**  
*Stuart Dawkins, President*



2023/24 was another year of transition as the Chamber furthered its investment into both digital transformation and ensuring that all members, irrelevant of sector, geography and company size, had access to the right business support at the right time, irrelevant of any geographical disparity from the deployment of publicly funded business support.

We remain at the forefront of business support delivering the £4.6m Accelerator programme, a package of business improvement and growth support via the Government's UK Shared Prosperity Fund that benefited more than 4,000 organisations located across the three cities and three counties.

Accelerator has been a significant component in a new era of place-based support (following the conclusion of European funding for business support in 2023) to help local businesses achieve key objectives, such as driving efficiencies and productivity through innovation and digital technology, reducing energy costs through decarbonisation, and growing through a robust business plan, assisted by our team of 50 business advisers.

In the same period, our own digital transformation programme continued, focusing on improving the user experience and customer journey by integrating our CRM and finance systems with the website. This work continued into 2024/25, with

further integration now live, providing bespoke ways of engaging to suit individual member needs.

How and when we engage with our members and customers develops as support needs change and our investment strategy has matched this. We continue to see an increasing demand for digital transformation support as businesses commence their artificial intelligence journey, assisting members' aspirations with their evolving international ambitions, their desire to support the communities in which they operate and the adoption of green technologies as businesses continue their journey towards Net Zero.

#### **Supporting skills and employment**

Reflecting our vision 'to enhance East Midlands businesses and communities', we continue to support individuals to attain employment, thereby meeting the current and future workforce needs of our members. We know accessing skills is essential to supporting sustainable growth and getting the right skills in the required volume remains a challenge for many businesses.

While much work has gone into this area of activity, a significant amount remains to be done to ensure skills for the future are compatible with the needs of employers. We continue to lead the Local Skills Improvement Plan in Leicester and Leicestershire, which is shaping future curriculum and supporting further education institutions to engage with employers.

Our three networks - Generation Next, Enterprising Women and the East Midlands Manufacturing Network all saw significant growth in 2023/24.

#### **East Midlands devolution**

Following the July 2024 General Election, we continue to work with key influencers

and decision-makers locally, regionally and nationally, even though many of these influencers have changed, demonstrating the three counties' potential for economic growth and need for investment from the centre to achieve this.

Following the May 2024 Mayoral election for the establishment of the East Midlands County Combined Authority (EMCCA) for Derby, Derbyshire, Nottingham and Nottinghamshire, we are working to support Mayor Claire Ward and the new EMCCA team.

This new political structure, led by a single elected voice, has the potential to attract significant additional funding from the centre for local deployment. The Chamber has long been critical that the East Midlands, despite its output being among the greatest in the country, suffers from a lack of public investment when compared to other regions.

We also continue to work with decision-makers in Leicester and Leicestershire to support how the city and county can maximise government investment as a non-devolved area.

We also support other macro-economic regeneration projects, such as the East Midlands Freeport which will have a significant investment impact in the region over the next few years.

2024/25 to date has proven to be another year of challenge and opportunity for the business community and the Chamber remains focused and dedicated to delivering accessible, relevant and intensive support to enable East Midlands businesses to become more resilient, sustainable and to grow, prosper and support the communities they serve.

*Scott Knowles DL, Chief Executive*

# This year in Facts and figures

**4,130+**

Members

**49**

Strategic Partners and Patrons

**£1.6<sub>m</sub>**

Chamber Investment

**12,900**

Export documents & customs declarations

**9,034**

Event registrations

**2,089**

Information enquiries

**£19.3<sub>m</sub>**

Turnover

**30,000+**

Business support interactions

**281**

Jobs created or safeguarded

**1.3<sub>bn</sub>**

Goods moved

**£6.9<sub>m</sub>**

Private sector investment secured

**£1.6<sub>m</sub>**

Grants awarded

**8,327**

Businesses supported

**40,557**

Social media followers

**£12.7<sub>m</sub>**

Contracts

**584**

Unemployed people into work

**469**

Business Awards applications

**20<sup>th</sup>**

Best Companies to work for in the business services sector national ranking

# Investment in regional business support

The Chamber continues to act as one seamless point of entry for business support in the region, having secured £9m of publicly funded contracts from April 2023 to March 2025. This programme of support delivered through the Chamber's Accelerator programme, funded by the UK Government through the UK Shared Prosperity Fund; Innovate UK Business Growth, which helps innovation-ready SMEs to grow and achieve scale; Made Smarter East Midlands, which assists manufacturers in switching to advanced and automated technologies; and the continuation of the D2N2 Growth Hub.

The second phase of the Accelerator project, which was introduced in Autumn 2023 following a successful UK Community Renewal Fund pilot in 2021/2022, is delivering business support in Net Zero, innovation, digital and finance, with the aim of helping businesses at all stages of their development to start, sustain, grow and innovate.

Accelerator offers business support from a team of locally based advisers, digital transformation experts and innovation & growth specialists. It includes a diverse schedule of action planning workshops and webinars in fundamental subjects such as digital marketing, finance, sales, leadership & management, carbon management, international trade and cutting-edge topics like AI. Businesses requiring more specialised support can apply for growth vouchers to fund training and consultancy, capital and revenue grants, or for tailored guidance on international trade, manufacturing, food & drink, or operating on the high street.

A particular focus for the project has been helping businesses to reduce their energy costs and carbon footprints through decarbonisation plans and energy premises

audits. In some areas, the Chamber is also managing the allocation of decarbonisation grants on behalf of the district councils.

Since its inception, the current Accelerator project has seen 4,125 businesses engaged, with 30,000 interactions and over 9,000 registrations at workshops and events. Added to that the team has helped businesses secure £6.9 million of private sector investment, created 254 jobs and introduced 237 new technologies or processes.

## The power of partnerships

Bringing together partners in the delivery of Accelerator has enabled the Chamber to broaden the scope of specialist support to members. Manufacturers are benefitting from collaborations conceived at the Chamber's East Midlands Manufacturing Network forum meetings and through Chamber strategic partner MTC (Manufacturing Technology Centre). Visitor economy businesses have ready access to learning in areas such as accessibility and sustainability, and businesses looking to embed strategies to reduce their energy usage are being supported by energy specialists at Chamber member Toyota Motor Manufacturing. Leaders of today and tomorrow are also being supported through the Chamber's partnerships with universities and business schools, particularly through the Help to Grow Management programme. Similarly, businesses looking for practical guidance on digital and technology can tap into the Chamber's Digital Skills Coach collaboration with Nottingham Trent University.

Digital and AI support – a vital part of the Accelerator project – will be further cemented through the Chamber's new

strategic partnership with NetMonkeys.

## Tackling economic inactivity and supporting the region's workforce

The Chamber's employment services team plays a key role in finding work for a range of unemployed people via several Department of Work and Pensions (DWP) and Shared Prosperity Fund-backed schemes. It secured the contract for the Working Well – East Midlands programme, part of DWP's Individual Placement and Support in Primary Care Initiative which was launched in October 2023. The programme helps employees to access health services in order to stay in employment, as well as out-of-work people with long-term physical or mental health disabilities to move into sustainable employment. In the 12 months to October 2024, the scheme delivered with Nottingham City Council, has supported 540 inactive people with multiple barriers through a variety of support measures, including coaching, mentoring and work experience, placing 201 into work.

## Achieving true growth

Together with the new East Midlands Combined County Authority and the city, district and borough councils, the Chamber will continue to work hard to ensure business support is relevant and accessible, that the success of businesses across our region is showcased at a national level, and that Member funds are invested in areas that achieve true growth.



Mud Mate  
Bassetlaw

Mud Mate is an innovative range of portable cleaning kits developed by Nolan and Louise Freebury. They've had one-to-one business adviser Steve Philips support particularly in developing a marketing strategy to attract more online customers and in identifying organisations or groups that could promote the business.

This, with their product Bio Mate, has led to a collaboration with Paddle UK to help educate paddle sports users about cross-contamination and to help prevent the spread of invasive non-native species within the UK's waterways. They were delighted when Bio Mate won the 'Excellence in Innovation Award' at the 2024 Nottinghamshire Business Awards.

Steve also supported Mud Mate's application for a Growth Grant of £4,000 which enabled them to buy a branded mobile display unit for their outdoor trade shows.

**"As a result of the support we will be more competitive and can safeguard our current tally of three full-time employees. It has been invaluable and I would recommend any SME in the region to take part in the Accelerator programme."**

**Nolan & Louise Freebury, Directors**



Trans-Sport.tv  
Bassetlaw

Trans-Sport.TV provides event infrastructure and support services that include design and manufacture, entertainment rigging, storage and transport.

A grant helped them purchase stillages used to store material stock rented to clients. These brought a reduction in loading time and eliminated damage to material stock to improve efficiencies. They've also had adviser support giving them a 'one-stop shop of signposting.'

Managing Director, Rosie Cope has taken advantage of a free energy audit and grant which funded improvements to its energy efficiencies. Making the move toward electrification of transport will save the business 10,500kWh per annum. In addition, a Made Smarter grant has led to the implementation of barcoding which is positively impacting efficiency.

**"We came out of the EU unsure as to the complexity and validity of funding streams accessible to the business. We are delighted with the help in tackling real business challenges and the funding available around these issues."**

**Rosie Cope, Managing Director**



Dronfield Heritage Trust  
North East Derbyshire

The Dronfield Heritage Trust is a buildings preservation charity, formed in 2007 to rescue and redevelop the historic Dronfield Hall Barn.

One-to-one adviser support is helping the Trust to create a business plan to redevelop the barn. They've been looking at what they do and how to improve and make the Trust more efficient.

An Accelerator Growth Voucher has been used to fund a specialist consultant to help them produce a strategic plan. Sam and some of the team have also taken advantage of free training events including Marketing Made Easy for Tourism Businesses.

From the support, Sam hopes to safeguard jobs, reduce running costs and increase efficiency. As the business serves the public by increasing income it will offer more services back to its community.

**"The support has been brilliant. Supportive and knowledgeable. What we have been able to receive wouldn't have been possible without this help."**

**Sam Reavey, Creative Manager**



TDP  
Derbyshire Dales

TDP designs and manufactures sustainable, environmentally friendly furniture from recycled plastic. The Innovate UK Business Connect programme helped TDP redesign their products, review production methods and explore future sustainability.

With the support of a Digital Specialist, they mapped out processes which exposed opportunities for improvement and laid the foundations for a more robust system. Further refinement was proposed for more cohesive working, like the use of intranet and client portals to share drawings on tablets. Made Smarter funding led to the implementation of a better process.

The Accelerator project highlighted the chance to modernise analysis from established Excel-housed numbers to more sophisticated frameworks leading to more streamlined processes.

**"The insight we received from Growth Hub advisers and input from Innovate UK Business Growth was invaluable. It really helped make our production more energy efficient and sustainable, while our office processes are streamlined."**

**Kym Barlow, Commercial Director**

# East Midlands: A centre of trading excellence

## Championing the East Midlands: A Centre of Trading Excellence

In a year of political change at regional and national level and emergence from 'technical' recession in the early part of 2024, the Chamber put forward the asks of the East Midlands business community to political leaders in its Manifesto for Growth, launched with Chamber members at Westminster at a critical time ahead of the general election, in order to influence the next Government. The Manifesto outlines asks that would enable the East Midlands to thrive, following engagement with the business community. Covering people and skills, infrastructure, planning, taxation and regulation, the Manifesto details policies to benefit recruitment and retention of employees through investment in skills, a root and branch review of business rates and reform needed to infrastructure, such as the full electrification of the Midland Main Line. External media coverage of asks in the manifesto has been extensive, receiving attention at national and regional level.

The Chamber's Quarterly Economic Survey continually surveyed members as economic indicators such as GDP and inflation changed, with the Manifesto's asks at the heart of messaging across all external communications. Hustings sessions hosted by the Chamber, following the announcement of a general election gave members the opportunity to present direct questions to candidates in the East Midlands. Following election of the new government, the Chamber held round tables, webinars and surveys on specific policy announcements such as the Autumn Budget and The Industrial Strategy Green Paper: Invest 2035. Findings on the impact of the Autumn Budget on East Midlands businesses were published and sent to political leaders.

## Devolution in the East Midlands

With 2024 bringing devolution to Derbyshire and Nottinghamshire, the introduction

of the East Midlands Combined County Authority and election of Claire Ward as its mayor, the Chamber continually ensured the voice of business was shared with leaders. Engagement will continue as the agenda evolves, while working closely with Leicester and Leicestershire's political structure to ensure the needs of businesses in the city and county are prioritised.

The East Midlands Freeport, operational since 2023, has been continually championed by the Chamber as the UK's only inland freeport, in its journey to bring inward investment with tax and customs incentives, generate jobs and accelerate the journey to decarbonisation and Net Zero.

Forums took place with the Bank of England, allowing members to share economic challenges and opportunities. Leaders from multiple sectors joined educators to share insight at large conferences for International Women's Day, Corporate and Social Responsibility, Manufacturing and Trade, People and Skills, Energy and the Annual State of the Economy Review. A Sustainability Summit explored overcoming challenges and benefitting from opportunities in the Net Zero journey, while a joint study conducted by the Chamber and University of Derby looked at Green Growth Trends.

## People and Skills

The Chamber's People and Skills Summit in June brought together educators and business leaders to share insight, challenges and opportunities through talks from keynote speakers and panel discussions. Among areas covered, the summit explored the changing needs of candidates, the importance of CSR policies for those seeking employment and candidate preparation for AI. With the Chamber's Quarterly Economic Survey continually tracking experiences of the region's employers, the Chamber has highlighted the needs of the business community in external communications. Widespread media and television coverage detailed the Chamber's Manifesto asks on

people and skills, such as reform to the Apprenticeship Levy and the need for investment in skills.

The Chamber's ongoing work on addressing the skills gap continued in Leicester and Leicestershire with a 2024 progress report on the Local Skills Improvement Plan (LSIP) revealing over £3m of government funding had been secured for colleges to develop new programmes in green leadership; decarbonising-transportation programmes were underway with courses on electric/ EV vehicles; a rollout of new local skills bootcamps aligned to specific priorities around green and digital upskilling had been introduced, including a course on Generative AI, and a new business 'scorecard' had been developed, capturing views on skills needs and provision. The Chamber will continue partnering with further education colleges on the development of an education and skills offering to meet the needs of businesses, while ensuring local structures are fit for purpose to support collaborative working across businesses and education.

## Boosting International Trade

East Midlands exporters and importers have been supported by the Chamber's international trade team which helps deliver goods safely across borders by handling customs documentation such as ATA carnets, provides expert consultancy and delivers training programmes. In the year to October, the advisers of the international trade team handled 12,900 export documents and custom declarations for 134 countries. 312 ATA Carnets were completed – used to temporarily move goods into other countries without paying import duties and taxes. ATA Carnets act as a guarantee to foreign countries that all goods will be exported within a certain timeframe. They are valid for a maximum of 12 months and can cover multiple trips to the EU and other countries in the scheme. ATA Carnets completed by the international trade team covered £23.8m of trade to 15 countries.

## KranLee Logistics International Trade Training



One of the training services the Chamber offers is the International Trade Operations and Procedures Qualification (ITOPS). The course provides candidates with the skills to operate administrative procedures needed to thrive in the complex international trading environment. Candidates also gain the British Chambers of Commerce accredited Foundation Award in International Trade, showing they are able to avoid costly mistakes while improving their international trade procedures.

The course is aimed at anyone employed in an international trade environment, from manufacturers and suppliers to freight forwarders. It covers elements like administration, export documentation, customs and excise, other legal requirements, export payments, dispatch and shipping. KranLee Logistics, based near Chesterfield, puts its staff through ITOPS and has sponsored the certificate presentation.

**"We recognise the crucial role comprehensive education and training play in empowering businesses to expand their reach and competitiveness on an international scale. By supporting this programme, we're investing in the future of the East Midlands' economic landscape, ensuring local enterprises are well equipped to thrive in the global market."**

**KranLee director Karen Mosley**

## Luke Evans Bakery East Midlands Manufacturing Network



Helen Yates, Managing Director of Luke Evans Bakery based in Amber Valley Derbyshire, is a member of the East Midlands Manufacturing Network (EMMN). The network brings together local manufacturing businesses to celebrate achievements, elevate growth within the sector and to champion the fantastic work that takes place. The network facilitates this through regular peer-to-peer style network meetings that enable members to support one another on their journey. Helen regularly attends the Derby meetings and has found them to be useful in providing networking opportunities, as well as providing updates on the latest trends relevant to the sector. The EMMN meetings also established a partnership with fellow members DevTank, allowing the business to take advantage of funded Internet of Things (IOT) monitors, which Helen learned about from a network presentation. Helen also received support from Business Adviser Peter Lawrence via the Accelerator programme.

**"Thank you, Peter and the Chamber. I hope there aren't plans to stop this very valuable support."**

**Helen Yates, Managing Director**

## Eyeful Presentations Managed Workspace



Eyeful Presentations provides businesses with the tools they need to be able to communicate much more effectively and efficiently. They have been a tenant at the Chamber's Friars Mill managed workspace location for some time now and have enjoyed several benefits from this. The location is central to Leicester which appeals to the businesses, staff and clients. This has also helped the business to connect more with the local community, build relationships with neighbours such as De Montfort University and become more involved in local charity events. The managed workspace package has provided the business with the flexibility that they needed post-COVID, allowing them to right size their office space rather than paying for more than what they need. The option, in turn allows for the business to grow, while enabling them to share the space with like-minded businesses, fostering collaboration and community. Importantly, the solution is cost-effective as the rent is competitive and inclusive of utility costs.

**"The support from the Friars Mill team ensures we're well looked after and gives us confidence and peace of mind"**

**Luke Riordan, managing director Eyeful Presentations**

## Bridge the Gap Child Mental Health King's Award for Voluntary Service



Based in Derby, Bridge the Gap Mental Health is a Community Impact Company (CIC) that provides compassionate mental health support to children and families in the city. This year the organisation was awarded the honour of a King's Award for Voluntary Service which is the highest accolade a local voluntary group can receive in the UK, equivalent to an MBE. The Chamber fully supports and congratulates the organisation in this recognition of its outstanding contribution and commitment to families in Derby.

**"The King's Award for Voluntary Service isn't just a title; it's a mark of trust. It shows that our city believes in what we do – that Bridge the Gap is a place where kindness lives and where no one has to feel alone. Over a year of work went into this process, and now, here we are – our commitment to the children and families we serve acknowledged at the highest level. It's truly an overwhelming moment for all of us. The King's Award reminds us of the power of community and how much more we can achieve together."**

**Jennifer Wyman, Bridge the Gap Director**

# Supporting East Midlands communities and responsible business

## Supporting East Midlands communities and responsible business

The Chamber continues to drive sustainable change in order to achieve its commitment to becoming a Net Zero organisation by 2050 and halving its emissions by 2030.

Aligned to the business goal 'to be the exemplar and champion responsible business across the East Midlands', the Chamber operates to achieve both its business and ESG specific objectives. With a dedicated ESG Working Group in situ to govern core developments, the following objectives were set for 2023/24:

- Minimise waste generation.
- Update internal policies to reflect sustainability considerations.
- Develop a Biodiversity Management Plan for all Chamber owned sites.
- Increase Wellbeing Awareness.
- Review current Facilities management solutions.

To date, positive impacts have been realised through the development of a 'Net Zero Road Map', a review of the Chamber's Waste Management Practices and Sustainable Travel Policies and through the installation of smarter office solutions. Collectively, these activities have made a positive contribution to the Chamber's reduction in its CO2 emissions.

In order for the Chamber to ensure continued progression towards achieving our Net Zero goals, our focus over the next year will be on reporting against our Scope 1 and 2 emissions whilst addressing the improvement opportunities under Scope 3 (with particular focus on waste generated in operations).

The Chamber continues to support its members on their ESG journey through the Sustainable East Midlands initiative and continues to signpost members to where they can receive support for adopting sustainable business practices, and the Net Zero Accelerator offers grants and one-to-one advice in this area. In addition, the Chamber's Policy focused conferences connected over 1,100 individuals with industry experts, alongside engaging participants in content relating to 'attracting and retaining talent' (People and Skills Summit, June 2023), 'building sustainable relationships' (CSR Summit, July 2023), 'delivering sustainable economic and business growth' (Sustainability Summit, September 2023) and 'the development of future energy provision' (Midlands Energy Summit, November 2023).

## Championing equality, diversity and inclusion in the workplace

The Chamber has conducted extensive Equality, Diversity and Inclusion (EDI) research, in partnership with emh Group, to help in supporting the business community in the creation of inclusive workplaces that help broaden their talent pool when recruiting.

Chan Kataria OBE, Chief Executive, emh Group said: *"There's clearly a strong recognition of the benefits of EDI in the workplace and its role in creating an inclusive environment. We've seen a positive shift in the number of members with an EDI policy compared to last year. There is more to do around sharing practices that demonstrate the tangible contribution of EDI to the bottom-line success of a business. We look forward to working closely with the Chamber and its members to make a real difference within business and communities across the region."*

Key findings in 2024's study revealed a substantial increase in the number of businesses in the East Midlands that have an EDI policy, with a rise of 13% between 2023 and 2024. Nearly 7 out of 10 businesses in the region now have an EDI policy, while there was also a large increase in respondents saying EDI should have a significant role in their business plan. The majority of businesses (7 out of 10) cited the greatest benefit of EDI being 'creating an inclusive environment and office culture' while just over half felt engaging in EDI supports diversity of thought.

The results of 2024's survey highlight the success of engagement between the Chamber and the business community. Work will continue, in conjunction with emh Group, on regional research and promotion of the importance of celebrating EDI best practice to raise awareness of the benefits to businesses and bring together organisations that are leading on EDI. Businesses will be encouraged to share best practice and explore partnership opportunities in forums such as round table events.

The Chamber supports the Fair Chance Business Alliance, a charter launched in 2024 that aims to create tiered quality standards for inclusive recruitment, helping ex-offenders into employment. The UK Fair Chance Business Alliance encourages employers to open recruitment and career progression to people that have previously offended, by promoting the benefits to businesses and providing employers with resources to safely, successfully and sustainably leverage the talent pool. In addition, the Chamber sits on prison employment advisory boards, identifying job opportunities for inmates to help their reintegration into society.

## Scarlett Canavan Generation Next



Scarlett Canavan, Business and Marketing Manager at ER Recruitment, is set to become the chair of the Generation Next network in 2025. Having studied Advertising and Marketing at De Montfort University, and then going on to become a marketing intern, Scarlett has been a member of the network since it started. Embarking on this journey herself has made Scarlett passionate about encouraging young talent and providing them with a platform to grow. As part of her role as chair, she hopes to inspire young professionals to feel empowered to succeed and to continue to build a network where businesses recognise the value of investing in future leaders. Scarlett cites the highlight of the Generation Next calendar over the past year as having been the conference, which attracted over 250 people from across the East Midlands.

**"We aim to bring together individuals from a variety of industries to share insight, develop skills, and celebrate each other's success – it's a supportive community & a great network to be part of."**

**Scarlett Canavan, Business and Marketing Manager  
ER Recruitment**

## Enterprising Women Awards Review



The Chamber's Enterprising Women Network is a supportive network aimed at female business leaders and entrepreneurs across the East Midlands. The network has been running for decades and offers women in business an opportunity to grow, learn and develop together through regular events and meetings. The pinnacle of the network calendar is the Enterprising Women Awards which took place in October this year. The prestigious event at Leicester's Winstanley House was hosted by ITV presenter Emma Jesson. With 10 categories, the Awards were an opportunity to celebrate and recognise those that have made an outstanding contribution to their business or sector. The two special recognition award winners were as follows: Businesswoman of the Year sponsored by Michael Switchgear- Andrea Gray, Managing Director of PPL PRS and the Lifetime Achievement award sponsored by Paradigm Wills – Lindsey Williams, former Chief Executive of Futures Housing.

**"Being able to stand next to these women that have done so much for women in business in the East Midlands is something that cannot be underestimated"**

**Jean Mountain, Enterprising Women co-chair**

## Michelle Hubbard Employment Services



Michelle Hubbard, a freelance poet, writer, storyteller, and workshop facilitator based in Nottingham, joined Working Well East Midlands IPSC in February seeking help due to mental health challenges. The initial stage of working with the team was to identify the barriers that were hindering her ability to work and grow her business. Together, an action plan with realistic and achievable goals was developed which helped Michelle rebuild her confidence and manage expectations. Regular meetings provided a space for her to celebrate her accomplishments and address any concerns. Since joining the programme, Michelle has achieved remarkable success and is moving forward with a positive, can-do attitude. She has facilitated workshops with organisations such as Adoption Focus, Notts County Children's Social Care, JUNO Women's Aid, and Inspire. With her wealth of experience as a storyteller, poet, and creative writer, Michelle's workshops focus on raising awareness around race, equality, and diversity.

**"Working Well East Midlands helped me to turn my life around. It's like having a little angel on your shoulder"**

**Michelle Hubbard**

## 1284 Communications Business Training – Director Development Programme



The Director Development Programme remains one of the most popular elements of the Chamber's diverse business training portfolio. Having been delivered for over 20 years, Amy Orton, Account Director at 1284 Communications shares her recent experience. Amy joined the programme following on from her one-year appraisal and a review of her CPD opportunities. Like so many individuals at Director level, Amy was keen to embark on training that would help her develop her leadership skills while still supporting the business to achieve its growth ambitions and objectives. The course was interactive and covered lots of ground, whilst also being flexible in format which worked well for Amy. The structure meant that learning could be split over a number of days rather than weeks which made time-management easier.

**"I'd definitely recommend this course and other training provided by the Chamber. As well as the Director Development Programme, I've attended other Chamber-led training and have always been impressed. I came away having learned lots and with plenty of new ideas."**

**Amy Orton, Account Director 1284 Communications**

# Annual Accounts

## 2023/2024

Consolidated Profit and Loss Account // Year ended March 2024

	2024 £	2023 £
<b>Turnover</b>	17,448,781	19,357,842
Operating costs	(17,681,805)	(18,906,773)
Other operating income	11,785	21,420
Surplus on revaluation of investment properties	7,498	-
<b>Operating (loss)/profit</b>	(213,741)	472,489
Interest receivable and similar income	180,280	51,991
Interest payable and similar expenses	-	(15,578)
<b>(Loss)/profit before taxation</b>	(33,461)	508,902
Tax on (loss)/profit	(130,885)	37,350
<b>(Loss)/profit for the year</b>	(164,346)	546,252
<b>Total comprehensive income for the year</b>	(164,346)	546,252
<b>(Loss)/profit for the year attributable to:</b>		
Non-controlling interests	21,530	157,495
Owners of the parent Company	(185,876)	388,757
	(164,346)	546,252

Consolidated Balance Sheet // Year ended March 2024

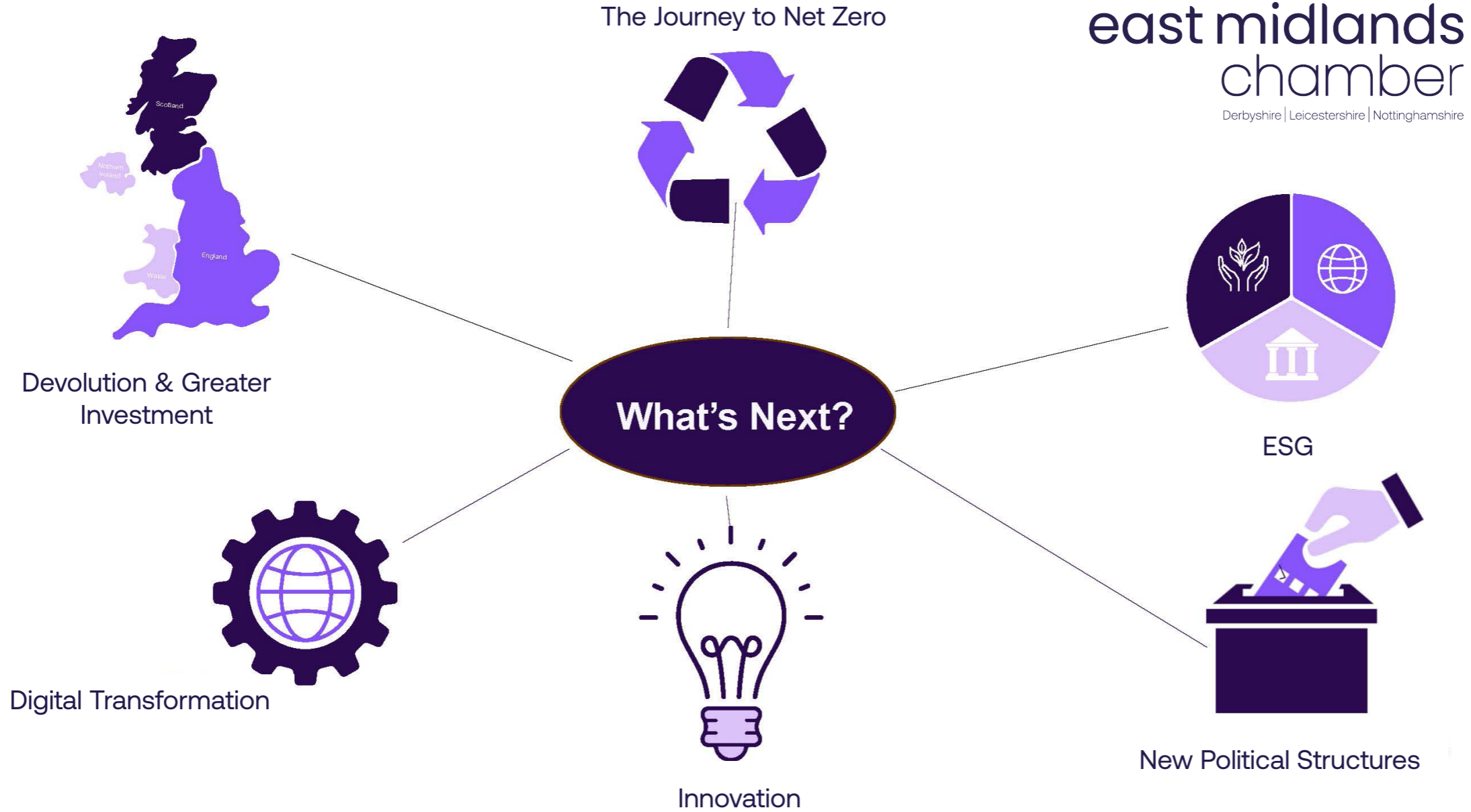
	2024 £	2023 £
<b>Fixed assets</b>		
Intangible assets	2,166,922	2,306,411
Tangible assets	2,337,721	2,356,857
Investments	420,248	420,248
Investment property	2,075,057	2,067,559
	6,999,948	7,151,075
<b>Current assets</b>		
Debtors	3,076,004	3,367,039
Current asset investments	3,757,000	-
Cash at bank and in hand	10,060,423	12,261,990
	16,893,427	15,629,029
Creditors: Amounts falling due within one year	(8,268,621)	(7,030,258)
<b>Net current assets</b>	8,624,806	8,598,771
<b>Total assets less current liabilities</b>	15,624,754	15,749,846
Creditors: Amounts falling due after more than one year	(234,242)	(334,242)
<b>Net assets</b>	15,390,512	15,415,604
<b>Capital and reserves</b>		
Profit and loss account	13,768,059	13,953,935
Non-controlling interests	1,622,453	1,461,669
	15,390,512	15,415,604

Scott Knowles DL, Chief Executive:



# What's Next?

Looking forward





### Strategic Partners



### Patrons



## Our offices

### Chesterfield

Commerce House, Millennium Way, Dunston Road, Chesterfield, S41 8ND

### Derby

Enterprise Centre, Bridge Street, Derby, DE1 3LD

### Glossop

Unit 4, The Old Co-op Building, Railway Street, Glossop, SK13 7AG

### Mansfield

4 Sylvester Street, Mansfield NG18 5QS

### Nottingham

8 Experian Way, ng2 Business Park, Nottingham, NG2 1EP

### Leicester

Friars Mill, Bath Lane, Leicester, LE3 5BJ

### Leicester Food Park

High View Close, Lewisher Road, Leicester, LE4 9LJ

### The Brian Clough Centre

200-222 Cotton Lane, Derby, DE24 8GJ

east midlands  
chamber

Derbyshire | Leicestershire | Nottinghamshire

East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire)

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