



## Cost Savings & Difficult Decisions by the BID Board

The BID Company has had to make a number of cost savings this year in order to balance the anticipated decrease in income for 2024/25. So, over several meetings of the BID Board in the latter part of the 2023/24 financial year, the BID Board took the following economic decisions: -

- BID Town Centre Manager working hours reduced (4 days a week)
- BID Operations Officer & BID Caretaking Services working hours reduced (2 days a week)
- High Street Security Officer working hours increased to include Saturdays.
- One Christmas Tree – Tays Corner only
- BID Newsletter – Reduced frequency to twice a year; hardcopy double-sided notification hand delivered, with main newsletter content to be featured online.
- Relocated the BID office to a cost-effective smaller office.

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On behalf of the BID Board, the BID Company hopes that the BID will be in a better financial position by year-end and that it is back on track to deliver the services and projects that you want and for which you voted in November 2021.

### **New Directors Welcome!**

The BID Board is always looking for passionate and dedicated Northfield business owners or in-store managers

who would like to have a say in deciding Northfield's future. If this is you and you care about the present and the future of Northfield Town Centre, please get in touch with Marcia by email or mobile: [m.greenwood@northfieldbid.com](mailto:m.greenwood@northfieldbid.com) or 07921818828 or visit for further information [“Get Involved”](#)

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*Northfield BID - “Improving, Protecting, Promoting and Supporting the Northfield Town Centre business community”*

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### **Mid-Term Review Summer 2024**

Ivan Steblyuk has been appointed as a Project Evaluation Intern by Northfield BID (currently studying law at Birmingham University) to work independently from the BID to carry out the BID’s mid-term review. The survey designed by Heartflood Ltd (Place Management Consultant) will ask businesses how well the BID Company’s services are doing against the delivery of the BID3 Business Plan, which has been implemented since January 2022. Could you please help complete the survey? Your responses will help the BID Company determine the satisfaction levels of the business community as the BID looks towards its campaign for a fourth term (should there be an appetite for the BID Company services to continue post-2026).





*Piece of Cake Marketing  
“Promoting Northfield”  
businesses working with  
Northfield Town Centre  
BID*



## .It’s a “Piece of Cake”!

Hello to the Northfield Town Centre Business Community,

We are Kate & Emma from Piece of Cake Marketing, and we are excited to announce that we will be supporting Northfield BID with social media marketing over the coming months.

We had a fantastic time exploring Northfield with Marcia and meeting some wonderful business owners. To help us tailor our support to your needs, we’ve created a quick form for you to complete. This will provide us with a better understanding of your business and how we can assist you effectively. Please scan the QR or type in this link <https://forms.gle/6E5jGaLtHp17yicU9>

If you have any products or services you’d like to promote, please feel free to get in touch with us at [hello@pieceofcakemarketing.co.uk](mailto:hello@pieceofcakemarketing.co.uk).

## High Street Security in Northfield Town Centre

The role of the BID High Street Security Officer is to deter low-level criminal activity and provide assistance to local businesses when needed. The majority of the time is spent gathering data, detaining shoplifters, asking street drinkers to move on or quiet down, and addressing other nuisance behaviours.

Beyond these routine tasks, their most valuable contribution is participating in joint operations that directly support the street community and reduce the need for minor crimes on the high street. The BID and High Street Security work closely with local partners like the police, council, and social services to engage with known offenders who struggle with issues like addiction or homelessness. The goal is to connect them with the appropriate resources and support, from housing to medical care, so that they can address the root causes of their behaviour.

Of course, enforcement is still necessary when individuals refuse help and continue to engage in problematic activities like drug use, begging, or repeat theft. In these cases, we issue warnings and take other measures to restrict their access to the high street.

The role of the Northfield High Street Of



ficer is challenging. Still, Northfield has seen some accurate positive results since September last year, with a reduction in the number of repeat, high-value shoplifters. When offenders are caught, they are detained and wait for police, which seems to make them think twice before returning. The growing partnerships between local agencies have also been invaluable and have proved increasingly influential in our efforts. Not to mention speaking to Northfield High Street's regular faces.

Northfield BID High Street Security Service  
Northfield Town Centre BID Ltd  
[security@northfieldbid.com](mailto:security@northfieldbid.com)  
07751645712

## Business waste - Are You Compliant?

Birmingham City Council, Enforcement Officers are out in the area now checking business premises “Duty of Care” waste certificates. If a premises cannot show evidence that they have provision in place, warnings or fixed penalty notices are being served.

### Your responsibilities

You must:

- keep waste to a minimum by doing everything you reasonably can to prevent, reuse, recycle or recover waste (in that order)
- Sort and store waste safely and securely.
- complete a waste transfer note for each load of waste that leaves your premises.
- check if your waste carrier is registered to dispose of waste.
- not allow the waste carrier to dispose of your waste illegally.

You must: keep waste to a minimum by doing everything you reasonably can to prevent, reuse, recycle or recover waste (in that order) - get help to do this. sort and store waste safely and securely. complete a waste transfer note for each load of waste that leaves your premises.

The UK has adopted EU proposals (called the Circular Economy Package or CEP for short) which change the rules controlling waste management and mean that we have to significantly increase what we recycle from businesses. This has already come into



force in Wales and expect the rollout to be before 2030. We will keep you posted when we know more!

Whilst this will affect all businesses, the Waste and Resources Action Programme (WRAP) and Government recognises smaller businesses are likely to require additional support. In particular, evidence suggests that these businesses could face an increase in costs to comply with the new regulations.

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Photo Source: Dispose of business or commercial waste - GOV.UK, <https://www.gov.uk/dispose-business-commercial-waste> .



Photo source: <https://www.westmidlands.police.uk/>

## New features on the West Midlands Police new website

### *.Message from West Midlands Police*

We've made significant changes to [our website](#) to help you stay in touch and make sure you have the latest news and information.

We've kept the most popular features, such as Live Chat, where you can talk to us in real-time, and our crime prevention pages, which provide current safety and security advice.

But we've also monitored trends and listened to your feedback to expand the types of crimes you can report online. You can now:

- report any crime online, including antisocial behaviour
- submit feedback on our services
- make requests for the information we hold
- message individual officers and departments direct

In the coming weeks, we'll further improve the site's local policing pages so you can find the current priorities for your neigh-

bourhood policing team and the work they're doing to keep people safe in your area. We'll also have the dates of police meetings in your area for you to attend.

Even though you can now do more than ever on our new website, you're still welcome to speak to us in [person](#) or call us on 101. You must only phone 999 in an emergency.

Visit our new website today and tell us what you think using the [feedback form](#) before saving our latest site to your favourites.

Do not worry if you use our old web address. You'll be automatically sent to the new site.

**Remember, if it's not 999, search WMP online.**

## What can employers expect under the new Labour Government?

### Introduction

The Labour Party has committed to introducing a new Employment Bill to Parliament within 100 days of its election to office (i.e. by 12 October 2024), based on its proposals set out in its “Plan to Make Work Pay” publication. They have hailed this as “the biggest upgrade of workers’ rights” in a generation. It is likely that the proposed Bill will contain the policies that are the most straightforward to implement and which require the least consultation. Whereas the more complex proposals, such as the removal of the intermediary “worker” status to bring workers into the pool of employees with full employment rights, are likely to take years to implement. A bill must of course pass through a number of stages in Parliament before it becomes law and before legislation is introduced to Parliament, there will be a number of public consultations on the proposals.

Here are the proposals that are likely to have the greatest impact on the majority of SME business employers should they become law:

#### 1. Unfair dismissal: A day-one right

The qualifying period for claiming unfair dismissal has changed over the years (there is currently a two-year eligibility period in Great Britain and a one-year eligibility peri-

od in Northern Ireland, in order for employees to claim that they have been unfairly dismissed in most cases). There is no qualifying period in the UK for employees to claim their dismissal is automatically unfair (for example, due to whistleblowing) or discriminatory.

Labour has proposed making the right to claim ordinary unfair dismissal a day-one right for employees. It is not yet clear whether this proposal would mean employees could, for example, be dismissed following a lighter-touch procedure during their probationary period than for those who have passed any probationary period the employer has set. However, what is clear is that removing the qualifying period for claiming ordinary unfair dismissal (as well as increasing the window in which employees/ex-employees can bring claims) will almost certainly increase the number of grievances and claims against employers.

What can employers do to mitigate the risk of claims from recent recruits?

Clearly, employers will not want to follow a series of formal written warnings or longer dismissal process where it quickly becomes clear that the employer has made the wrong hire and an employee is not suitable for their role. A potential day-one right to claim unfair dismissal means that employers

## 2. Sick pay

In our experience, managing absences caused by sick leave and absorbing the costs of sick pay are a key concern for small business employers.

Currently Statutory Sick Pay (SSP) is available to those who earn at least £123 per week, or £533 per month. SSP is paid to qualifying workers at a rate of £116.75 a week (at a pro-rated day rate). SSP cannot be reclaimed by employers. Labour proposes abolishing the lower earnings limit so that SSP is universally available to all workers regardless of their earnings and would also remove the current 3-day waiting period (SSP is generally not payable for the first three days of sickness absence). The removal of the earnings limit would affect businesses that employ very low paid part-time earners, as well as introducing the need for employers to pay staff sick pay for ad-hoc very short-term, one or two-day absence periods.

## 3. Parental leave pay

Labour has said it will remove the current 26-week qualifying period for statutory parental leave pay, such as maternity pay, to make this a day-one right also. Labour has also stated that they plan to introduce a statutory entitlement to bereavement leave for all workers, which would affect employers that do not offer compassionate leave already.

## 4. Zero-hour contracts

Labour has promised to legislate to ban “exploitative” zero-hour contracts (although

will no longer ban all zero-hour contracts based on their latest proposals). This will affect businesses that rely on staff, such as ‘zero-hour’ workers, being entirely flexible as to hours they work and where the employer does not guarantee any minimum number of hours of work under the contract. Contracts will have to provide for several hours that are regularly worked calculated over a 12-week reference period. The ban would not prevent employers from continuing to use temporary (fixed term) contracts of short duration, such as contracts for businesses that are seasonal. Consequently, where a business has work that fluctuates, this would instead mean either using temporary (fixed term) contracts with guaranteed hours, or casual hours contracts where a minimum number of hours are guaranteed to the worker. Effectively those minimum guaranteed hours would still need to be paid even if the work is not available, so would be a premium for the employer to pay to retain that level of flexibility. Further, employers would need to give reasonable notice where work or shifts are cancelled, with employers required to pay compensation for failure to give reasonable notice of cancelled work.

## 5. Minimum Wage

Employers saw a fairly significant rise in National Minimum Wage rates in April 2024. Another big headline is Labour’s commitment to the introduction of a “real living wage” by changing the Low Pay Commission’s remit to account for the cost of living alongside median

wages and economic conditions, rather than focusing on inflation only, when setting suggested rates. This would mean the potential for higher increases in National Minimum Wage rates (although lower levels of inflation would mitigate this and the Low Paid Commission will still be required to monitor developments in the labour market and advise on emerging risks to the labour market when recommending the minimum wage rates). Labour has also promised to introduce a single National Minimum Wage rate for all (non-apprentice) adult workers (aged 18 or over). Currently the National Minimum Wage rate for 18 to 20 years olds is set at the lower rate of £8.60 per hour, rather than the rate of £11.44 per hour which currently only applies to workers aged 21 or over. This change could apply from April 2025. Workers aged 20 and 21 became entitled to the £11.44 Minimum Wage rate for the first time in April 2024.

## **6. Employment status**

UK employment law recognises three categories of workers: 1) those that are employees with full employment rights, 2) those that are workers with worker rights such as the right to be paid at least the National Minimum and the right to paid holiday and sick pay and 3) those that are genuinely self-employed. In contrast, taxation legislation does not recognise the intermediary ‘worker’ status and individuals are taxed either under PAYE as an employee or on a self-employed basis.

Labour are proposing to scrap the current ‘worker’ category and give workers full employment rights so that there is no longer a distinction between workers and employees for employment law purposes. This would give workers a right to parental leave pay including maternity pay, as well as redundancy pay, the right to request flexible working and protection against unfair dismissal. They would also transfer their employment when a business or service provision changes hands under the TUPE Regulations. Whilst Labour is silent on this, the proposed legislative change to employment law would make it likely that this would be harmonised with the taxation regime so that workers (who are not already on the employer’s payroll) would be taxed under the PAYE and employer/employee National Insurance regime, leading to greater employment costs for employers due to employer National Insurance Contributions. However, this proposal would be subject to consultation and would be very complex to implement, so would be a much longer-term potential change after 2024. Previous governments since the 2017 Taylor review have consulted on simplifying the test for worker status, but it has proved to be particularly complex and had probably been shelved until now for that reason.

## **7. Employment tribunal claims**

Most tribunal claims must be brought within three months of the act complained of, or dismissal. The Labour Government proposes extending the period of time within which

claims must be brought to six months. This would likely increase the number of claims against employers (given the bigger window of opportunity for bringing a claim). However, given the current employment tribunal backlog and shortage of employment tribunal judges, this may mean that claims would take longer to reach a hearing.

### **8. Flexible working**

Employees already have the right to request flexible working and employers can reject the request to work flexibly for one or more businesses reasons set out in legislation. Labour plans to strengthen flexible working rights by giving employees the default right to flexible working, unless the employer can show that flexible working is not reasonably feasible.

### **9. A new right to disconnect outside normal working hours**

In order to establish clearer boundaries between work life and non-working hours, Labour has promised to introduce a new right for employees to disconnect from work outside working hours and to not be contacted by their employer outside working time. However, it is not clear whether this would be an absolute prohibition on contact outside working hours other than in exceptional circumstances introduced by legislation, or a voluntary code that employers and employees can opt into; or a lighter touch regime. The latter appears more likely.

### **10. Ban on unpaid internships**

Labour has said that it will introduce a ban on unpaid internships, except where unpaid internships are part of an established training or education programme.

When can employers expect to see these changes?

We will need to await the detail of the policies following public consultation and once the Employment Bill is published. This means that most of these changes will be implemented after October 2024, following a transition period. As employment law is a devolved area of legislation in Northern Ireland, legislation introduced by the UK Government would apply to England, Scotland and Wales.

As well as the employment law changes which took effect in England, Scotland and Wales in April 2024, employers should also bear in mind the employment changes introduced by existing legislation earlier this year, which have not yet been brought into effect. This includes the stronger duty for employers to prevent sexual harassment in the workplace which is set to apply from October this year.

*Source: Market Law: FSB Legal & Business Hub "What Can Employers Expect Under the New Labour Government."*



## **Brand new CPD Certified Sustainability Programme!**

Starting on 9 September, the 6-week 'BT Sustainability for Small Business Programme' will offer vital training on new and exciting topics, whilst helping you understand the incredible growth opportunities that being a sustainable small business can bring.

All small businesses who complete the course will receive a CPD certified qualification, which you can use to shout about your sustainability commitments to customers and clients!

The training will be delivered entirely online and whilst we encourage you to join the sessions live as they will be highly interactive, they will all be recorded, giving you the freedom to catch up at a time that works for you!

**[REGISTER NOW](#)**

For more details on the content visit the website here:

**[VISIT THE WEBSITE](#)**

The Small Business Britain Team

Northfield BID

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## Contact Us

... if you would like to be involved with:-

- Northfield BID
- Our priorities
- Any compliments, complaints, or comments about BID-funded projects or services
- Discussions at the BID Board level

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## Funding opportunities for businesses in Birmingham.

These grants may be of interest to you and your business. For more details, please email the West Midlands SME Grants Programme at [WMGP@birmingham.gov.uk](mailto:WMGP@birmingham.gov.uk)

UKSPF SME Grants are capital grants for start and scale-ups. The average award is ~£20k and requires a match. Closes in March 2025.

BEAS is a business energy efficiency grant of up to £100k. It requires a 50% match and closes in March 2025.

Net Zero grants are capital funds for energy efficiency purchases. Intervention is up to 50% for a max grant of £100k. Closes in March 25.

Northfield Town Centre BID Limited

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