







Coventry & Warwickshire Chamber of Commerce

HOW ARE BUSINESSES BEING AFFECTED?

A guide for public sector employees in the Coventry & Warwickshire LEP area on the challenges and the support available

Your Brexit

Guide

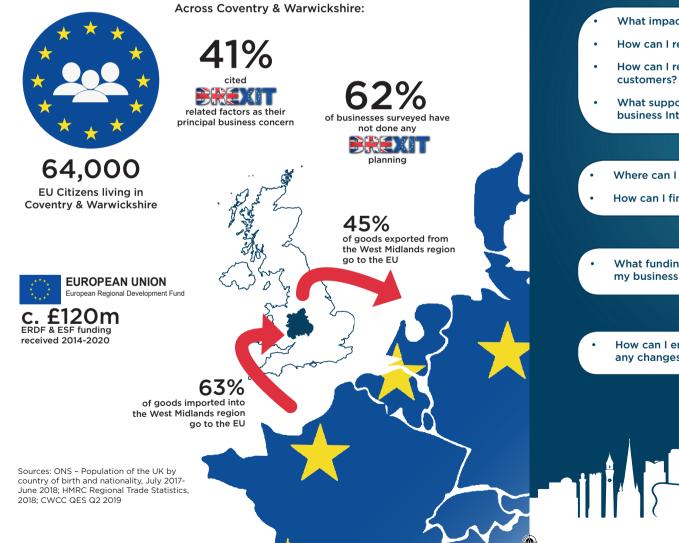
Introduction

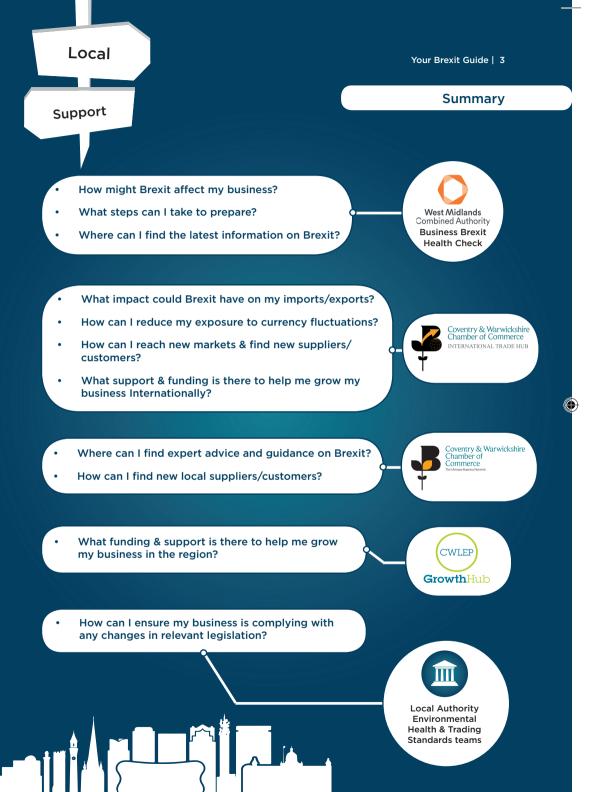
 $(\mathbf{ })$

Brexit represents a significant amount of change for local businesses. As it stands, businesses are already being impacted by Brexit related uncertainty. When the UK leaves the EU it will represent the biggest fundamental change to the UK's political and trading relationships for a generation. Making sure that businesses know where to go for support when they need it will be critical.

Due to the nature of your role you are frequently coming in to contact with businesses who may have Brexit related queries. The purpose of this document is to help you increase your knowledge of the types of questions businesses may have or the challenges they may be encountering and where to signpost them on to for support. It does not aim to make you a Brexit expert but to equip you with enough knowledge to navigate the local Brexit business support environment and help make sure local businesses are receiving the support they need.

This document has been prepared by the Coventry & Warwickshire Chamber of Commerce on behalf of the West Midlands Combined Authority.





Summary

Your Brexit Guide | 5

Key Statistics

WMCA Business Brexit Health Check: 3 Easy Steps







1. Complete your FREE Brexit Health Check

2. Receive your personalised report

It won't take any more than five mintues to complete. A comprehensive and personalised report giving you advice and support based on your answers.

and additional support We have access to a range of resources to help your business through Brexit, from training courses to Brexit-specific events.

3. Request a follow-up call



Government Information for Business euexitbusiness.campaign.gov.uk

British Chambers of Commerce: Brexit Hub www.britishchambers.org.uk

> Institute of Directors: Navigating Brexit for Businesses* <u>www.iod.com</u>

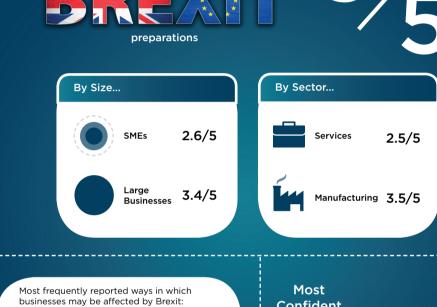
Confederation of British Industry: Brexit Campaigns* <u>www.cbi.org.uk</u>

Federation of Small Businesses: Brexit Guide* www.fsb.org.uk

> Make UK: Brexit Step by Step Guide* <u>www.makeuk.org</u>

Advisory, Conciliation and Arbitration Service: Brexit Information <u>www.acas.org.uk</u>

* Please note: some information & support may be available for members only



 60% employ staff undertaking business trips to the EU

On average, businesses across the West Midlands Combined Authority rate their

- 49% employ EU nationals
- 47% have EU staff, clients or business partners undertaking business trips to the UK
- 44% buy goods from the EU

Most frequently reported steps taken to prepare for Brexit:

- 60% have discussed the potential impact at board level
- 37% have conducted a review of their operations to identify areas that may be impacted
- 28% have conducted a review of major suppliers and/or customers to identify organisations that may be impacted



Source: The WMCA Business Brexit Health Check Report, Greater Birmingham Chambers of Commerce, July 2019

What challenges are businesses already experiencing as a result of uncertainty?

Some local businesses are already being impacted by Brexit related uncertainty. Issues being experienced can include:

- Pressure on working capital arising from changing payment terms from suppliers or customers and/ or stockpiling activity.
- Attracting investment to their business.
- Attracting and retaining international talent & labour.

MANUFACTURER

(c. £12m per annum turnover)

My company is 100% owned by a German business. One of our UK divisions has been making good progress bringing a new, unique product to market that we're predicting strong demand for. The project requires further investment to complete. However, the group CEO has decided that there will be no further investment in the UK business from Germany with all the uncertainty around Brexit. Their view is that they are better off putting money into other countries. The other UK divisions can fund the project for another six months but that will deplete its cash reserves and the whole business will run out of cash by the end of the year.

So I am faced with the prospect of mothballing the project now and laying staff off or spending the next six months trying to sell the profitable side of the business to keep the remaining team in a job.



Coventry & Warwickshire Chamber of Commerce

CWCC have been keeping businesses across the patch informed of the latest developments since the referendum in 2016. Through its Brexit Hub the Chamber regularly runs events and workshops focused on the practical ssues that matter to business. The Chamber has also been active as a voice for business on the issue campaigning at the regional and national level through the British Chambers of Commerce in London to make sure the concerns of business are heard.

www.cw-chamber.co.uk

CWLEP Growth Hub

Whether you're a startup in need of a growth strategy, an established company looking to increase profitability, or somewhere in between, we'll match you to a business advisor who has the commercial experience to guide you to success. We're your single gateway to navigating the best orivate and public sector business support available. We're your foot in the door, your insider knowledge, your expert resource. We're in your corner.

www.cwgrowthhub.co.uk/

Other Business Membership Organisations

ASE

STUDY

Business membership organisations such as the BCC, CBI, IoD, FSB and Make UK all offer local events and national resources related to Brexit and business issues/opportunities.

www.britishchambers.org.uk

www.fsb.org.uk www.iod.com www.makeuk.org

Please note: some information & support may be available for members only

Acas

Acas provides free and impartial information and advice to employers and employees on all aspects of workplace relations and employment law. They support good relationships between employers and employees which underpin business success. But when things go wrong they help by providing conciliation to resolve workplace problems.

www.acas.org.uk

What questions do businesses have about Brexit?

Depending on their sector, the products or services they sell and the extent to which they engage with international, trade businesses may have a wide range of questions about Brexit and how it could impact them.

At the time of writing, the final outcome of Brexit is unknown. As a result, the CWCC are advising businesses to ensure that they understand and would be able to manage a no deal Brexit scenario - by preparing for the most disruptive outcome they'll be best placed to adapt to whatever Brexit finally brings.

General Brexit Queries

Questions could include:

- How do I know if Brexit could impact my organisation?
- What should my organisation be doing to prepare?
- How can I find information about Brexit that's specifically relevant to my organisation?
- How do I know if my organisations' Brexit preparations are thorough enough?

SMALL MANUFACTURER

Our top priority is understanding how various Brexit "deals" or scenarios may potentially affect our supply chain and movement of goods in the UK. Around 90% of our supply chain is UK based but about a third of these do import from the EU and supply us on a distributor basis so we need to understand what this will mean for them (and by extension – the price and availability of our supplies).

WHO CAN



Gov.uk contains information on how leaving the EU may affect businesses and organisations, and what they can do to prepare.

euexitbusiness.campaign.gov.uk

WMCA Business Brexit Health Check

The Business Brexit Health Check is a free online tool. Businesses complete a short set of simple questions about their organisations and receive an automatically generated personalised report. The report highlights the key Brexit related risks and changes that they should be aware of and recommended steps to take to support their Brexit preparations.

It has been launched by the West Midlands Combined Authority, Greater Birmingham Chambers of Commerce, Black Country Chamber of Commerce and Coventry & Warwickshire Chamber of Commerce.

As well as being a resource for businesses, the Business Brexit Health Check is a source of intelligence for the WMCA and partners on how businesses are impacted by and preparing for Brexit.

www.wmca.org.uk/BrexitHealthCheck

Business Membership Organisations

The following all feature Brexit business advice portals and resources on their websites:

www.britishchambers.org.uk www.cbi.org.uk www.fsb.org.uk www.greaterbirminghamchambers.com www.makeuk.org www.makeuk.org

Please note: some information & support may be available for members only. (\bullet)

Your Brexit Guide | 7

Trade Related Brexit Queries

- Will my business have to pay tariffs on imports from/exports to the EU?
- Will my business be able to continue to trade with nations that currently have EU trade deals on the same terms?
- Will my business have to pay VAT on imports from the EU?
- Will my export and import documentation and declarations need to change after Brexit?
- Who will be responsible for paying in the event of any delays/extra costs arising from Brexit me or my customer/supplier?
- Is there anything I can do to reduce the risk of customs delays in the event of a no-deal Brexit? (e.g. registering for Transitional Simplified Procedures or exploring Authorised Economic Operator Status)
- Should I be exploring new markets for my products/services?
- Should I be looking to establish a presence in another country?
- How can I reduce costs caused by fluctuations in the value of the pound?
- Will there be any new UK standards (e.g. on product safety or labelling) that I should be aware of?

MANUFACTURER

(c. £3m per annum turnover)

We're headquartered in the UK but buy some components from Germany and sell them straight to China without them coming to the UK first. Same with buying in France and selling to Spain. All of our export docs just say "EU origin" at the moment but will we still be able to do this once we leave the EU and have UK rules of origin?

Our main business is importing raw material from the EU and Turkey (where we are benefitting from the EU – Turkey trade agreement with zero tariffs), processing it and then selling it all around the world. Does anyone know for sure if these terms will continue after Brexit?



The Coventry & Warwickshire International Trade Hub

Coventry Chamber's International Trade Hub offers import & export advice, consultancy support, international trade training, export documentation, support with customs declarations and access to the Department of International Trade and BCC Global Chamber Network. Since the referendum the Trade Hub has been running events and workshops to help importers and exporters understand the consequences of leaving the EU and take practical steps to prepare.

To speak to an adviser get in touch with our International Trade feam by emailing us at internationaltrade@cw-chamber.co.uk cal us on 02476 654321 or follow us on twitter @cwcc_export.

www.cw-chamber.co.uk

Government Information for Business

ŝ

STUDY

Gov.uk contains information on how leaving the EU may affect businesses and organisations, and what they can do to prepare.

euexitbusiness.campaign.gov.uk

Business Membership Organisations

The following all feature Brexit business advice portals and resources on their websites:

www.britishchambers.org.uk www.cbi.org.uk www.fsb.org.uk www.greaterbirminghamchambers.com www.iod.com www.makeuk.org

Please note: some information & support may be available for members only

People & Skills Related Brexit Queries

- Can my business continue to employ EU nationals already working for my organisation?
- What's the EU Settlement Scheme?
- Will my business still be able to recruit new staff directly from the EU?
- Will be UK staff still be able to work in the EU post-Brexit?
- Will my employees' professional qualifications still be recognised by the EU? Will Brexit affect business trips to and from the EU?

SMALL MANUFACTURER

We manufacture our products at our factory in the West Midlands. We have just started exploring selling internationally and have had some early success in selling to new European customers. As part of our service, our staff travel with the product to install it on site. After Brexit, will our guys still be able to do this? Will they need work permits or special visas?



Other Business Membership Organisations Business membership organisations such as the BCC, CBI, IoD, FSB and Make UK all offer local events and

www.britishchambers.org.uk

www.cbi.org.uk

www.fsb.org.uk

www.iod.com

www.makeuk.org

Please note: some information &

nay be available for members only

support

Coventry & Warwickshire Chamber (CWCC) CWCC delivers a wide range of Brexit and business growth related events and content from guest experts advising businesses on their Make UK all offer local events and national resources related to Brexit and business issues/opportunities.

options on related topics. 2019 events include sessions on Business Immigration & Skills and Managing Your EU Workforce.

The Chamber regularly hosts Employability Group Meetings attended by HR Professionals and senior business leaders within the Coventry & Warwickshire area to discuss local issues concerning employment and recruitment. The group aims to develop solutions to local issues and a coordinated approach to guide the Chambers lobbying work at the regional and national level.

www.cw-chamber.co.uk

Government Information

for Business Gov.uk contains information on how leaving the EU may affect businesses and organisations, and what they can do to prepare.

euexitbusiness.campaign.gov.uk

by providing conciliation to resolve workplace problems. www.acas.org.uk

Acas

Acas provides free and impartial information and advice to employers

and employees on all aspects of workplace relations and employment

law. They support good relationships between employers and employees

which underpin business success. But when things go wrong they help

CIPD Brexit Hub

The Chartered Institute of Personnel and Development (CIPD) is a professional association for human resource management professionals. As developments in the Brexit process continue to emerge, the CIPD Brexit Hub provides news and updated resources to support businesses with their planning.

www.cipd.co.uk/news-views/brexit-hub

CASE STUDY

Regulation & Legal Related Brexit Queries

- My organisation is headquartered in the EU, will we still be able to run our UK offices?
- My organisation is headquartered in the UK, will we still be able to run our EU offices?
- My organisation trades in goods regulated by an EU agency, who will regulate these goods?
- My organisation trades in goods accredited to EU standards, what standards will I need to meet?
- Will my organisations' patents still be recognised by the EU and UK?
- Will my organisations' trademarks still be recognised by the EU and UK?
- How will my organisation protect our copyright across the EU?
- Do I need to change the terms of my contracts with EU/other partners in preparation for Brexit?
- Will my organisation still be able to transfer data into or out of the UK post-Brexit?

LARGE MANUFACTURER

We've got a subsidiary in Germany but all of our servers are in the UK and they regularly send us staff and client data. If we have a no deal Brexit there's no certainty there won't be a gap between the UK leaving and getting an adequacy decision from the EU on data transfers. We're having to contingency plan and go back through reams of agreements and contracts and put in clauses stating what we'd do if this happens.



Other Business Membership Organisations Business membership organisations such as the BCC, CBI, IoD, FSB and Make UK all offer local events and national resources related to Brexit and business issues/ opportunities.

ASE

STUDY

www.britishchambers.org.uk www.cbi.org.uk www.fsb.org.uk www.iod.com www.makeuk.org

Trading Standards

If businesses are concerned about

whether their products continue to

The CWCC delivers a wide range of Brexit and business growth related events and content from guest experts advising businesses on their options on related topics. This includes recent events which have looked at contractual considerations for Brexit.

www.cw-chamber.co.uk

Coventry & Warwickshire Chamber of Commerce (CWCC)

Government Information for Business

Gov.uk contains information on how leaving the EU may affect businesses and organisations, and what they can do to prepare.

euexitbusiness.campaign.gov.uk

Funding & Procurement Related Brexit Queries

- Can we still apply for EU funding?
- What will happen if we leave the EU and we're mid-way through an EU-funded project?
- What's going to replace EU funding for business growth and innovation activity?
- Will my organisation still be able to access EU funded business support programmes?
- Will my organisation still be able to bid for contracts from European agencies?
- Where will my organisation find out about public procurement opportunities post-Brexit?

SMALL MANUFACTURER

Europe Direct

Europe Direct is a free and local information centre for anything

EU related. They can answer questions on EU related matters.

of Commerce

www.greaterbirminghamchambers.com

Enterprise Europe Network Enterprise Europe Network Midlands provides free advice and

immediate access to live business and technology partnering

opportunities in new markets for SMEs, business sectors, research

institutions and other organisations in the Midlands.

www.enterprise-europe.co.uk/

Coventry & Warwickshire Chamber of Commerce (CWCC)

CWCC can offer grant and funding searches for business. By using detailed information provided by you, we can perform a

search and produce a report showing a summary of information for your perusal. The reports will help you identify and apply for external funding available from Government, Lottery, charitable

trusts and corporate sponsors. Grant Advisor features all the lates

funding information, news and application deadlines.

www.cw-chamber.co.uk

EDIC Birmingham is based at the Greater Birmingham Chambers

Whilst there is currently no firm directive on Brexit we are concerned about the potential loss of EU research and R&D grants. Soon after Article 50 was activated, we undertook a review and made sure we had filled our existing EU grant funded projects by November 2018. Since then we've been avoiding applying for new EU funding and have focused on undertaking various R&D projects in house in order to make use of UK tax relief schemes."

WHO CAN

HELP?

CASE STUDY

Your Brexit Guide | 11

Other Business Membership Organisations

Business membership organisations such as the BCC, CBI, IoD, FSB and Make UK all offer local events and national resources related to Brexit and business issues/opportunities.

> www.britishchambers.org.uk www.cbi.org.uk www.fsb.org.uk www.iod.com www.makeuk.org

Please note: some information & support may be available for members only

CW LEP Growth Hub

The CW LEP Growth Hub is a free service that provides business support, advice and guidance to all businesses in the Coventry & Warwickshire area. It is a single point of contact whose advisers listen to and understand the aspirations and barriers to growth of businesses and then signpost them to expert external support.

www.cwgrowthhub.co.uk

Government Information for Business

Gov.uk contains information on how leaving the EU may affect businesses and organisations, and what they can do to prepare.

euexitbusiness.campaign.gov.uk

meet UK product safety and labelling standards post-Brexit (e.g. in relation to UKCA marking) your local trading standards team may be able to help. Please see the end of this document for contact details.



C

Your Contact Book: Brexit Business Support in the GBS LEP area

	Organisation	Website	Contact	Can Help with Brexit Queries on:	Type of Support
	The WMCA Business Brexit Health Check	www.wmca.org.uk/brexithealthcheck	Brexit@Birmingham-Chamber.com 0121 454 6171	All topics	Digital & Helpline
didare	Coventry & Warwickshire Chamber	www.cw-chamber.co.uk	info@cw-chamber.co.uk 02476 654321	All topics	Events, Digital & Helpline
embe	British Chambers of Commerce	www.britishchambers.org.uk/page/brexit- hub	enquiries@britishchambers.org.uk	All topics	Digital
M ssə	Confederation of British Industry	www.cbi.org.uk		All topics	Digital
nisua	Federation of Small Businesses	www.fsb.org.uk/standing-up-for-you/ brexit		All topics	Digital
	Institute of Directors	www.iod.com/Brexit		All topics	Digital
	Make UK	www.makeuk.org/services/brexit	<u>enquiries@makeuk.org</u> 0808 168 5874	All topics	Training, Digital & Member Helpline

	Organisation	Website	Contact	Can Help with Brexit Queries on:	Type of Support
	CWCC International Trade Hub	www.cw-chamber.co.uk/international- trade/	internationaltrade@cw-chamber.co.uk 02476654321 (option 4)	Trade Related Topics	Events, training & opportunity to speak to an advisor
tr	Europe Direct Information Centre	www.greaterbirminghamchambers.com/ international-business-hub/europe-direct/	europedirect@birmingham-chamber. com0121607 1800	All topics	Opportunity to speak to an advisor
Juans s	Enterprise Europe Network	www.een.ec.europa.eu/about/branches/ uk00220	een-midlands@coventry.ac.uk	Funding & Support Related Topics	Opportunity to speak to an advisor
səuisne	CW Growth Hub	www.cwgrowthhub.co.uk/	contact@cwgrowthhub.co.uk 0300 060 3747	Funding & Support Related Topics	Digital, Events & Helpline
	Advisory, Conciliation and Arbitration Service	www.acas.org.uk/Brexit	0300 123 1100	People & Skills Related Topics	Digital & Helpline
	Coventry & Warwickshire Chamber Brexit Hub	www.cw-chamber.co.uk/business- support/coventry-warwickshire-brexit- hub/	info@cw-chamber.co.uk 02476 654321	General Brexit Enquiries	Helpline, Events, Training and Webinars

	Organisation	Website	Contact	Can Help with Brexit Queries on:	Type of Support	14
	Coventry City Council	www.coventry.gov.uk	<u>ehcommercial@coventry.gov.uk</u> 08085 834333	Environment Protection, Food and Health and Safety legislation	Digital & Helpline	
- Y	North Warwickshire Borough Council	www.northwarks.gov.uk	environmentalhealth©northwarks. govuk 01827715341	Environment Protection, Food and Health and Safety legislation	Digital & Helpline	
tleəH letn	Warwickshire District Council	www.warwickdc.gov.uk	ehpollution@warwickdc.gov.uk	Environment Protection, Food and Health and Safety legislation	Digital & Helpline	
nvironme	Nuneaton and Bedworth Borough Council	www.nuneatonandbedworth.gov.uk	env.health©nuneatonandbedworth <u>.</u> gov.uk	Environment Protection, Food and Health and Safety legislation	Digital & Helpline	
Э	Rugby Borough Council	www.rugby.gov.uk	ept@rugby.gov.uk	Environment Protection, Food and Health and Safety legislation	Digital & Helpline	
	Stratford District Council	www.stratford.gov.uk	envhealth@stratford-dc.gov.uk	Environment Protection, Food and Health and Safety legislation	Helpline	
	Coventry City Council	<u>www.coventry.gov.uk</u>	procurement.services@coventry.gov.uk 0247683 3757	Public Procurement	Digital & Helpline	
ţu	North Warwickshire Borough Council	www.northwarks.gov.uk	procurement@northwarks.gov.uk	Public Procurement	Digital & Helpline	
curemei	Nuneaton & Bedworth Borough Council	www.nuneatonandbedworth.gov.uk	procurement@nuneatonandbedworth <u>.</u> gov.uk	Public Procurement	Digital & Helpline	
Pro	Stratford District Council	<u>www.stratford.gov.uk</u>	procurement@stratford.gov.uk	Public Procurement	Digital & Helpline	
	Warwickshire District Council	www.warwickdc.gov.uk	procurement@warwickdc.gov.uk 01926 456218	Public Procurement	Digital & Helpline	

	Organisation	Website	Contact	Can Help with Brexit Queries on:	Type of Support
	Coventry City Council	www.coventry.gov.uk	tradingstandards@coventry.gov.uk 03454 040506	Consumer Protection Legislation (product safety & labelling)	Digital & Helpline
s	North Warwickshire Borough Council	www.northwarks.gov.uk	tradingstandards@warwickshire.gov.uk 01926 414040	Consumer Protection Legislation (product safety & labelling)	Digital & Helpline
andard	Nuneaton & Bedworth Borough Council	www.nuneatonandbedworth.gov.uk	tradingstandards@warwickshire.gov.uk 01926 414040	Consumer Protection Legislation (product safety & labelling)	Digital & Helpline
tS gnib	Rugby Borough Council	мимгиару.доv.uk	tradingstandards@warwickshire.gov.uk 01926 414040	Consumer Protection Legislation (product safety & labelling)	Digital & Helpline
БТТ	Stratford District Council	www.stratford.gov.uk	tradingstandards©warwickshire.gov.uk 01926 414040	Consumer Protection Legislation (product safety & labelling)	Digital & Helpline
	Warwickshire District Council	www.arwickdc.gov.uk	tradingstandards@warwickshire.gov.uk 01926 414040		
	UK Government EU Exit Business Advice	<u>euexitbusiness.campaign.gov.uk</u>		All topics	Digital
	Import and Export Brexit Guidance	www.gov.uk/guidance/importing- exportingand- transporting-products-or-goods-afterbrexit		International Trade	Digital
vernment	People and Skills	Employee Toolkit www.gov.uk/settled-status-eu-citizensfamilies Employers Toolkit: https://www.gov.uk/ government/publications/eu- settlementscheme-employer-toolkit		Guidance on the EU Settlement Scheme and How to Apply	Digital
NK Go	Regulation & Standards	www.gov.uk/guidance/regulations- andstandards- after-brexit		Guidance on changes to requirements for placing products on EU & UK market	Digital
	Funding and Procurement	www.gov.uk/guidance/public-sector- procurement-after-brexit		Public Sector Procurement After Brexit	Digital
	No Deal Notices	https://www.gov.uk/government/collections/ how-to-prepare-if-the-uk-leaves-the-eu-with- no-deal		Official No Deal Notices - Covering all of the above topics and more	Digital

West Midlands Combined Authority





Coventry & Warwickshire Chamber of Commerce

YOUR BESPOKE GUIDE TO

BREXIT

The **Business Brexit Health Check** is a free online tool. Businesses complete a short set of simple questions about their organisations and receive an automatically generated personalised report. The report highlights the key Brexit related risks and changes that they should be aware of and recommended steps to take to support their Brexit preparations.

It has been launched by the West Midlands Combined Authority, Greater Birmingham Chambers of Commerce, Black Country Chamber of Commerce and Coventry & Warwickshire Chamber of Commerce.

Find out more

www.wmca.org.uk/brexithealthcheck

If you are speaking to any businesses who are expressing concerns about Brexit please do signpost them to this new regional resource.

As well as being a resource for businesses, the Business Brexit Health Check is a source of intelligence for the WMCA and partners on how businesses are impacted by and preparing for Brexit.

Anonymised data from the report will be used to inform policy responses and the provision of business support in the area.

More Information

For more information on this publication please contact:





James Ahearne International Trade Hub Manager Coventry & Warwickshire Chamber of Commerce jamesa@cw-chamber.co.uk