



# Swimming with the Big Fish

SCALING UP SME CHAMPIONS  
FOR LOCAL PROSPERITY,  
BY SOLOMONS EUROPE

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*"We believe the power of the SME 'Small Giants' hold the key to true economic recovery because we embody the passion, determination and entrepreneurial spirit which will optimise new opportunities and share prosperity in our communities and regions."*



## Power to the 'Small Giants'

The recent COVID-19 pandemic has brought seismic change across all our communities: business, local, familial and social.

Times are hard with many unprecedented challenges to overcome. The effect on many businesses has been brutal and swift.

But amidst all this change and economic uncertainty, it seems a common theme is emerging; resilience and adaptability are key survival skills, and the SME community has shown themselves to be powerful and resourceful in rising to this challenge.

We are adept at swift and effective decision making. We have "skin in the game" which makes our decisions personal and our determination heartfelt and passionate.

"Adapt or die" is an oft quoted phrase, and SMEs are taking bold and brave steps to grow and prosper in spite of the current challenging economic landscape. As Darwin is quoted to have said: "It is not the strongest species that survive, nor the most intelligent, but the ones most responsive to change".

A strong characteristic of the SME community is that we employ people who have names and faces and who's well-being and financial stability matter to us.

So it stands to reason that we care about our fellow business owners too. We want to see others survive and prosper, as our supply chains and alliances also have a direct and tangible impact on our communities .

We are not alone, we do not act alone, so we must show strength, support and compassion for other businesses too.

Running a SME is not easy. It is tough. The balance of power with our paymasters is always tricky to navigate, cashflow is a frequent challenge and can often inhibit opportunities to grow bigger and stronger.

But we are in every way, shape and form 'Small Giants'.

We are unencumbered by complex hierarchy and shareholder demands. If we need to make a change in order to make something happen it is within our gift to do it swiftly, without delay. We "can" and we "will" - and that is exactly what we are proposing in this document.

We believe the power of the SME 'Small Giants' holds the key to true economic recovery because we embody the passion, determination and entrepreneurial spirit which will optimise new opportunities and share prosperity in our communities and regions.

We will do what needs to be done. If given the chance to have a seat at the table of economic recovery we will pay back in bucketloads. As SMEs we truly value and can make the most of each and every opportunity that comes our way, making a real difference locally and in our own professional networks.

With positive and purposeful action both up and down the supply chain, we can restore optimism and momentum.

*So what do we want from you?*

**We are asking for more opportunities to secure long-term, meaningful and impactful high-value value contracts. This will give us a sustainable platform from which to invest and grow locally.**

**The following pages detail exactly what you can expect to see from us in return ....and our pledge that we can make this happen from the first day of contract commencement.**



## Building and investing in Cumbria's economic ecosystem

In Cumbria, in particular West Cumbria, there has long been a desire for SMEs to capitalise on the significant opportunities arising from the nuclear sector.

Sellafield Limited and the Nuclear Decommissioning Authority – working with their big tier partners – have both set out targets for a significant percentage of work emanating from the sector to be undertaken by SMEs.

And both, along with business and political leaders, regularly talk about the need for “sticky pounds” – money that stays as local as possible to where the work is undertaken.

To achieve this, the gap needs to be bridged between those awarding contracts and the SMEs capable of delivering the work.

Those awarding contracts have to wrestle with the need to move swiftly and efficiently, while at the same time adhering to procurement guidelines.

Meanwhile, SMEs can struggle to articulate their expertise and demonstrate their collective power, in part due to their dispersed nature.

However, SMEs are now, more than ever, beginning to join forces to demonstrate how they, through partnerships and dynamic ecosystems, are more than capable of delivering contracts. And SMEs in Cumbria have a long legacy of collaboration to provide much more than the sum of their parts.

Our aim is to profile some of these SMEs to demonstrate that the vast majority of the solutions required, not just for Sellafield but a whole host of other major projects can be found locally.

Not only can these SMEs deliver, but they can also ensure maximum economic and social impact.

We believe the sky's the limit for our collaboration. There is no reason why we cannot seize other opportunities, such as those outlined in the plans to develop a clean energy hub at the Moorside site in West Cumbria.

Other anchor employers such as BAE Systems, along with local authorities, also require the specialist services of SMEs and also need to demonstrate how the contracts they award are leaving a positive legacy for the local economy.

We write this at a time when businesses and consumers are being strongly urged to “buy local” to repair the damage caused by the COVID-19 pandemic.

And we continue to be told that the regions - in particular the North - are well placed to benefit from Britain's impending departure from the European Union.

Now more than ever the focus needs to be on the little fish - the “Small Giants” who, by working together will deliver the real impact everyone craves.

*"Not only can these SMEs deliver, but they can also ensure maximum economic and social impact."*







SHOAL: a large group of fish swimming together

## Our collective of 'Small Giants'



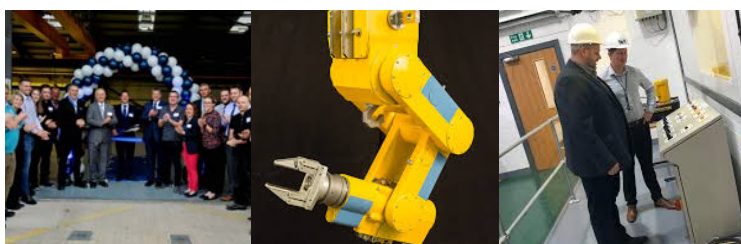
1 solomons | europe

Chartered Quantity Surveyors and Commercial Consultants



2 *Britton-Hillary Ltd*  
A Cleaner Service for your business and home

Professional cleaning services



3 **PAR**  
SYSTEMS

Specialists in remote robotic handling systems



4



Systems integration

SHOAL



5



Construction and civil engineering



6



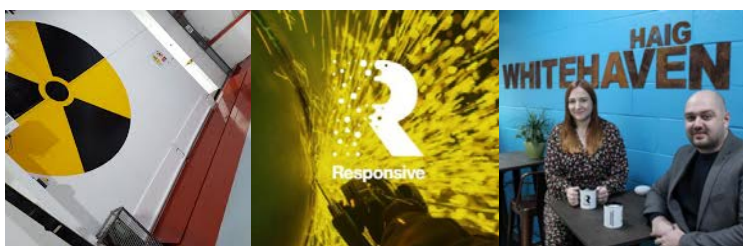
Food and Drink supply and preparation



7




MEICA design and build contractor



8



Non-Destructive Testing, inspection and training



## Our pledge to support sustainable futures

1

### **Employment**

We will grow our businesses locally through PAYE permanent employment, not transient, travelling, freelance and agency workers, to ensure optimal local benefit and sustainable long term employment and career opportunities.

2

### **Buy local**

We will utilise local supply chains wherever possible to provide ancillary and specialist support and services to support our businesses.

3

### **Innovations and best practice**

We will actively explore opportunities for innovation and best practice collaborations in our sectors, sphere of expertise and services provision to continuously improve client value propositions and social impact.

4

### **Sustainable futures**

We will seek to work alongside local education and academic institutions to support future industry needs, promoting our professions and actively contributing to programmes of work readiness in schools, colleges and universities to ensure leavers have diverse job prospects and employment opportunities.

5

### **To act as resilience guardian**

We will seek to act as guardians of resilience and health and wellbeing for our people and our communities, supporting mental and physical fitness and health through training and local initiatives.

6

### **To support fellow entrepreneurs**

We will remain engaged with and supportive of regional SME partners and entrepreneurs, actively participating in industry network building and market opportunity optimisations. Sharing experience and local intelligence to support continued growth and investment within the local business community to optimise prosperity and ambition locally through good news and success stories. We will be positive regional ambassadors for SME businesses.



# What we are asking for to make all of this happen

1

## Confidence to invest

Forward visibility of workload and longevity of minimum value contracts, to enable growth and investment confidence locally to recruit and seek long term supply chain partners.

2

## New procurement perspectives

A willingness to try new and innovative procurement processes and options to provide greater opportunity for supply chain engagement and opportunity, leading to more successful contract awards.

3

## Acceptance of new delivery models

Changed perspectives on capability, capacity and legal/insurance requirements on major long term frameworks such as PPP, to open the doors for SMEs to create collaboration and alliance models which disrupt the norm and offer flexible local solutions.



*We all have northern roots and are fully invested and passionate about creating prosperity for the people, communities and businesses who will shape all our futures.*



## What our collective will bring to the local economy

These targets represent the total of our collective ambitions, which can be enabled through award of sustainable business contracts to the values indicated in the annexe.

### EMPLOYMENT

## 300 new jobs

- Professional
- Manufacturing
- Blue collar

### LOCAL SUPPLY CHAIN SPEND

## Minimum 50%

- Ancillary services
- Training and education
- Local Resilience fund

### BUSINESS AGILITY

## 50% reliance cap

- No more than 50% of local business from a single key client
- Long term planning for sustainable business success and employment

### LOCAL RESILIENCE FUND

## £20,000 p.a.

- Spent with local micro businesses and focused on supporting employees and community groups to raise awareness of mental health, resilience, fitness and nutrition for healthy futures



# Personal pledges

**Dominic Doig**  
Managing Director

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*"I am passionate about the power SMEs have to make a positive impact locally. At Solomons, we take a 'Pay it Forward' approach to business - be that in building skills for the future or working collaboratively to support other businesses in our supply chain. I find it's good business if you can do good things."*

**Fiona Britton**  
Managing Director

*Britton-Hillary Ltd*  
A Greater Service for your business and home



*"Cleaners truly matter. They bring order to chaos and create a sanitised environment, which offers reassurance and sets the standard. With the right contract opportunity, we can offer secure employment and incomes to local workers, through a regulated profession that is rapidly gaining the respect it has long been overdue"*

**John McGibbon**  
Managing Director

PAR  
SYSTEMS



*"SMEs such as PAR Systems have a vital role to play in delivering the complex work that is required at Sellafield and Cumbria's wider energy sector. We also hold the key to delivering economic and social wealth in an area that should benefit so much more from the huge levels of investment taking place here."*

**Kurt Canfield**  
Managing Director

Delkia



*"We've grown from nothing to a team of 18 at Egremont in just a few years and collaborating with some of the bigger or better-known companies is our best route into the nuclear supply chain. It's given us the confidence to develop even more, invest in our staff and become the partner of choice for this sort of work in future."*

**Shaun Nugent**  
Managing Director

DSD  
DSD CONSTRUCTION LTD



*"DSD Construction is a family business that has grown from humble beginnings. We continue to target what we term "realistic dreams" and have no intention of settling with what we have. All we want is for the playing field to be levelled up and to be given the chance to realise our full potential."*

**Lorcan Byrne**  
Managing Director

caterite



*"Catrite is a proud Cumbrian company that has delivered fresh and high quality produce to customers for more than 50 years. Opportunities to secure high value contracts will allow us to drive forward our plans for the next half a century, creating jobs directly and through our huge supply chain of predominantly local SMEs. The impact will be felt far and wide."*

**Mo Akhmed**  
Managing Director

AVRSYSTEMS  
AVR Systems & Services



*"Our success is - as it should be - felt in the local community. We pride ourselves on the fact that the jobs we create are taken by people in the area and would ramp this up significantly - along with the host of CSR related activities we are involved in - should we secure more long-term contracts."*

**Lee Grears**  
Managing Director

Responsive



*"Establishing Responsive Limited has been a hard but rewarding challenge. However, me and the team feel our journey is just starting and that we have so much more to offer. Like many SMEs we are hungry for the chance to prove we are more than capable of delivering work as part of a large framework. The impact on our relatively young business would be huge."*

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## Background

Solomons Europe is a chartered quantity surveying practice, specialising in procurement and commercial consultancy, serving clients within the nuclear, infrastructure, process and energy sectors across the Northern Powerhouse region.

Our people are 'hand picked' for their passion, commitment to development and their focus on best practice and constructing excellence. They are visibly effective on the projects they support and look to ensure they deliver high performance and value at all times.

## The local picture

We have been active in Cumbria since 2009, when we opened our office at Crooklands, near Kendal, to serve our clients in the water and highways sectors.

Over the past decade we have developed our brand in the nuclear sector supporting many Tier 2 and Tier 3 contractors at Sellafield and BAE Systems. We are proud to be playing our part on the ISA and PPP frameworks.

As Northern Powerhouse partners, we span across all the northern regions and our current numbers are as follows:

- Total turnover £4.328m
- 52 FTE PAYE employees
- 26% of our turnover is generated in Cumbria with 10 FTE PAYE employees (five are apprentices/trainees)
- 14% of turnover secured from Sellafield Supply Chain



*If we were to secure a minimum £1 m annual contract for three or more years' continuous service we would:*

- Create 20 new permanent PAYE roles in Cumbria in next five years, with a minimum 30% roles to be apprentice, graduate or career conversion opportunities
- Secure minimum two additional key clients in Cumbria to enable teams to get greater depth of experience and become more adaptable to change
- Utilise local colleges and academic institutions to build career and client service improvement programmes as a follow on to technical skills development (e.g. stakeholder management, high performing teams, agile procurement, Project 13)
- Create a Local Resilience Fund
- Host four Industry Best Practice Seminars in partnership with Constructing Excellence at our Papcastle Depot in Cumbria







## Our ethos and ambition

We haven't signed up to the commitments in this document lightly and we know it is not as simple as asking for a £1m annual contract from one of the 'Big Fishes' to deliver on our pledges.

We know we will have to work hard to prove our capability and capacity to seize the right opportunities.

We don't want anything for nothing, and take nothing for granted.

Our aim is to become a provider of choice in our local regions; for our clients to have complete confidence in our ability to meet their needs and for them to be proud to have an SME like ours on their project.

Our highly skilled and talented people share that pride.

We have made some big commitments to growth and job creation which requires investment and secure cashflow.

We will continue to choose our contracts carefully and won't sign up to terms or delivery objectives we cannot fulfil and which place too high a risk on the business.

Our considered approach allowed us to withstand recent COVID-19 challenges without either furloughing or making any staff member redundant.

Having suffered much less than other businesses due to the swift reopening of essential construction sites, we now feel it is our duty to drive forward positively and see through our ambitions plans.

The security of a long term framework contract will enable us to do this more quickly. Indeed, securing one would have a profound impact on a business like ours.

It would give us the confidence to grow our team and focus more on succession planning - ensuring our dedicated people have access to the support they need to drive the business forward while at the same time developing their own careers.

## How we will deliver our promises

We have an established track record of bringing out the best in our people.

We are passionate about continuous improvement and instil the need for CPD in our teams, with focused and accessible training workshops, tutorials and guidance notes, created both in house and with external consultants from both professional and academic institutions, as well as local business experts in law and executive coaching.

Our investment in Papcastle Depot, Cockermouth - a disused council depot repurposed into vibrant and welcoming office and collaboration space - demonstrates our willingness to commit to this region long term.

And we have already invested £20,000 in an Entrepreneurs fund managed by Enterprise Answers, which has so far granted interest free loans totalling £10,000 to local startups and microbusinesses, including Little Lifers First Aid and Red Pike Education.

**“**

*As an Entrepreneurial business, we do take risks, but we do this from an informed perspective.*

*We have a responsibility to our staff to protect their jobs and income, but we also have 'skin in the game' - it's our own homes and assets on the line if we make the wrong decision.*

*That means we ensure we have the necessary backup plans in place just in case...*

**”**







## Background

Britton Hillary Limited is a professional cleaning company providing services to both industry and domestic clients in Cumbria.

Established in 2011, it has grown to 55 regular staff – all of whom are on the payroll – and has secured contracts with significant players in the region including conference and training venue Energus, education provider Gen-2, Lakeland Business Park in Cockermouth, nearby Lillyhall Business Park and the Summergrove Halls accommodation complex.

With a reported turnover of £700,000 in 2019, the Aspatria-headquartered business has big ambitions to grow given the increasing importance that has been placed on cleaning in the wake of the Covid-19 pandemic.

## Big ambitions

Its two owners say they would more than double the size of their workforce – potentially to 120 staff – and employ a dedicated Employee Supervisor and Contracts Manager if the business was to win a major framework contract with Sellafield Limited.

They have already been left frustrated having lost out to major national and multi-national giants for other sizeable, non-Sellafield related, contracts they are more than capable of delivering.

And the impact of securing such a contract would not only be transformational for Britton Hillary Limited.

The business employs a high proportion of women from some of the most socially deprived areas of Cumbria, empowering them to become both independent and economically active.

Not only does the business provide the opportunity for them to stand on their own two feet but also develop careers in an industry governed by professional body, The British Institute Of Cleaning Science.

Britton Hillary Limited passionately believes it is well placed to deliver high quality work and at the same time deliver a strong socioeconomic impact across the region in which it is proudly rooted.



*If we were to secure a minimum £350,000 annual contract for three or more years' continuous service we would:*

- Create 30 new permanent PAYE roles in Cumbria in next five years, including two new management positions
- Train all staff to British Institute of Cleaning Science
- Continue to support our unsung heroes of the workforce through respectful employment contracts (no zero hours), financial education and auto-enrolment and encouraging healthy life and work practices through access to health and well-being support via the Local Resilience Fund programme





## Background

PaR Systems UK is a world leading advanced engineering company that specialises in remote robotic handling systems – along with high integrity cranes and lifting systems – primarily serving Cumbria's nuclear sector.

Around three-quarters of its work emanates from Sellafield and its Tier 2 partners including Morgan Sindall and Jacobs, with the remainder from the Dounreay nuclear site in Scotland.

It has installed 14 remote handling systems at Sellafield since the early 1980s, the overwhelming majority of which are bespoke to the unique challenges at the complex site.

The company has already seen significant growth to meet demand – and demonstrated its commitment to the local economy – by opening a new £1 million state-of-the-art facility in Workington in 2018.

## Big ambitions

PaR Systems UK currently employs 12 specialist members of staff, although that figure is set to almost double with 10 subcontractors currently negotiating terms to join the payroll.

And its focus continues to remain on recruiting locally, having supported five apprentices in recent years to gain qualifications including HNC/HND and BEng in Mechanical Engineering.

But the company is not resting on its laurels and has set itself ambitious growth targets for the next five years.

UK Managing Director John McGibbon wants to increase its £2m turnover to £10m and recruit between 20 and 40 new team members – a significant scaling up he believes could be achieved in just two years should it secure a long term framework contract at Sellafield.

Currently part of a large organisation based in the United States, PaR Systems UK is set to stand alone following a management buyout and become the latest addition to West Cumbria's vibrant SME family.



*If we were to secure a £2 million plus annual contract for five or more years' continuous service we would:*

- Create up to 40 jobs and increase turnover three years ahead of our planned target date
- Continue to increase our support for apprenticeships
- Provide the confidence for what will soon be one of Cumbria's newest SMEs to begin its own, locally led development and growth journey





## Background

Delkia designs and manufactures integrated systems for the nuclear, defence and process sectors.

Its high profile roster of clients includes BAE Systems, Siemens, Morgan Sindall, the National Nuclear Laboratory, Low Level Waste Repository and Sellafield Limited.

Originally established in 2013, its owner and managing director Kurt Canfield has embarked on a hugely ambitious growth strategy. Delkia's workforce has risen from two to almost 18 including two cyber security apprentices seconded from the Energen training centre in Lillyhall.

It has also grown from one to eight offices and workshops in the last 9 months in its hometown of Egremont, just a few miles from the Sellafield site, where it has already delivered some significant packages of work.

These include one of the largest asset care projects through the DDP framework (for which Delkia received a Success note from the framework's directorate) and completing its first power optimisation control system, which was delivered swiftly and safely despite the challenges posed by the COVID-19 pandemic. It is forecasting a turnover of £1.1m for the financial year – a figure it wants to increase to £20m, in six-and-a-half years.

## Big ambitions

Most of Delkia's turnover comes from defence, although it has a strong desire to secure more work in the nuclear sector ranging from nuclear new build and fusion through to supporting power generation.

Kurt has spoken passionately of his desire to see local SMEs benefit from nuclear developments, not just in Cumbria but further afield, to create employment and apprentice opportunities and stimulate inward investment.

Should Delkia be part of a long-term Sellafield framework its growth plans would receive a huge boost. The business has committed to recruiting locally and developing its own local supply chains further.



*If we were to secure a £1.5 million plus annual contract for five or more years' continuous service we would:*

- Create up to 30 local jobs and increase the staff ratio for the sectors it serves – with 70 per cent of its workforce that is focused on nuclear decommissioning, either living in or close to Cumbria
- Develop a STEM facility at Egremont to promote the understanding of advanced control system technology including cyber technology and machine learning advances
- Provide training courses for those looking to diversify their careers into control systems development







## Background

DSD Construction is Cumbrian headquartered family run enterprise providing construction, infrastructure and civil engineering services to clients across the UK.

It holds major, long-term framework contracts with local authorities including Cumbria County Council and Middlesbrough Council (both for road surfacing and tarmacing) and a civil works framework with North Yorkshire County Council.

While its head office is based in a purpose-built £1.5m facility in Carlisle, DSD also had an office in Whitehaven to provide quick support to its clients in the nuclear industry, which include Morgan Sindall, Doosan and Shepley Engineers. DSD Construction currently supports a number of hugely significant projects on the site such as BEPPS DIFF, Site Ion Exchange Plant (SIXEP) and Residue Store Retreatment Plant (SRP).

The business has its eyes on securing more framework contracts with tier two companies, in particular on PPP.

Doing so would see the number of employees working on the site more than double from 70 to 150 and give its owners the security to upscale.

## Big Ambitions

DSD Construction already has a strong reputation for its work, in particular the quick and efficient way it can mobilise people with security passes, along with equipment, to take on the challenges put their way.

But it is often left frustrated, seeing work awarded on price alone and losing workers it has nurtured to bigger players who can offer the security of longer contracts.

Try as they might to fill the gap – bringing apprentices through Lakes College and ramping up efforts to employ ex servicemen and offenders – staff turnover is holding the business back from reaching its full potential; a potential which if realised could see its social impact increase too.

In the past year the business has paid for three defibrillators for local schools, created a £7,000 secret garden at Moresby Primary School in West Cumbria and refurbished a school playground in Carlisle.



*If we were to secure a £5 million plus annual contract for five or more years' continuous service we would:*

- Create 60 new jobs based at the Sellafield site, providing training, development and security clearance, and assisting ex-servicemen and ex-offenders into work
- Take on more apprentices
- Increase our support for worthy community projects



# 6 caterite



*If we were to secure a £3 million plus annual contract for five or more years' continuous service we would:*

- Create 50 jobs directly and give our supply chain the confidence to create even more
- Capitalise on our new-found profile serving a completely new sector to secure further work and fuel further growth



## Background

Caterite Foodservice is an independent wholesale supplier of fresh fruit and vegetables, chilled and frozen food, beer and wine, along with cleaning products and kitchen equipment.

Its Caterprep business provides customers with around 200 freshly prepared products ranging from fruit salads to chips.

The company boasts more than 1,800 customers and range from Michelin Star restaurants, bars and hotels to care homes and the BAE Systems submarine facility in Barrow.

Despite being just 20 miles or so from its headquarters in Embleton, it has yet to secure any work at Sellafield, something which its managing director Lorcan Byrne describes as a "holy grail".

Caterite has already witnessed rapid growth in recent years.

Turnover has increased from £12m in 2013 to £30m in 2019, while the workforce has grown from 70 to 170 in the past five years.

Its success has been driven by a heady cocktail of dynamic management, significant investment in technology, systems and processes, and a meticulous attention to customer satisfaction.

And the journey does not have to stop here.

## Big Ambitions

Caterite is champing at the bit to be given an opportunity to secure a framework contract at Sellafield, providing solutions for whatever catering requirements are needed – whether it is preparing meals on site, supplying sandwiches or stocking vending machines.

Doing so would create 50 new jobs almost immediately to meet the demand, with extra customer service representatives, van drivers and night shift workers needed.

And the economic impact will not just stop with Caterite. The company prides itself on using quality local suppliers and spends between £2m and £3m each year in those based in Cumbria alone.

Securing a major contract will without doubt see that spend increase, fuelling growth and new job creation across Caterite's supply chain.

Working in harmony they not only have the potential to feed a hungry workforce but bring a significant boost to the very smallest of fish who alone would not be able to access such a huge market.

Kind-hearted staff at Caterite raise around £35,000 a year for charity. Its biggest fundraiser remains its annual charity golf day, which has been run for the past 15 years.

The latest event saw the company's staff raise almost £5,000 for Hospice at Home, which has facilities in Carlisle and West Cumbria.



## Background

AVRS Systems is a MEICA (mechanical, electrical, instrumentation, control and automation) design and build contractor headquartered in Seascale, close to the Sellafield site.

With two further offices in Middlesbrough and Stratford-upon-Avon, the company has been working on a wide range of projects of national significance in the power, water, waste water, waste to energy and nuclear sectors since it was established in 1972.

Around half of its £8.5 million turnover in the past year was generated from the Sellafield site through big tier partners such as Morgan Sindall and Costain. And the vast majority of this, related to electrical and instrumentation services, is delivered through the ISA framework, a contract that gives the company both security and stability.

AVRS Systems was recently invited by Morgan Sindall to bid for early stage design work through the PPP framework. If successful, its managing director Mo Akhmed has high hopes that new doors will open for the company and help drive a rapid period of growth.

## Big Ambitions

The company is eager to showcase its expertise in other areas such as mechanical pipe work, to secure more and, possibly, direct work at Sellafield. A long-term framework would see its Cumbrian workforce – which already accounts for half of the company's entire PAYE headcount – increase from 40 to 100.

And AVRS Systems is committed to awarding these jobs locally given its success in training and upskilling people who have neither worked in the nuclear sector or on the Sellafield site before. Back in 2014, 90 per cent of its workers travelled from outside Cumbria to Sellafield.

In 2020 only one ventures from beyond the county's borders. It currently has four apprentices on the books, plus a trainee quantity surveyor and trainee planner.

Beyond its clear local economy impact, AVRS Systems also works hard to support good causes. This has included raising £8,000 for the Hospice at Home West Cumbria and a further £8,000 for Age UK. It also rewired Frizington Youth Centre for free, a task that would have cost £3,000 on the open market.



*If we were to secure a £5 million plus annual contract for five or more years' continuous service we would:*

- Create 60 new jobs locally and seek to recruit more apprentices and trainees
- Significantly increase our social impact work, continuing to raise money for local charities and support local community groups and organisations







## Background

Responsive Limited is best known for Non-Destructive Testing (NDT) and inspection, which accounts for much of its business serving clients in the nuclear, marine, petrochemical, engineering and construction sectors, not just in Cumbria but across the UK.

The group – which has bases in Workington, Whitehaven and Manchester – also carries out destructive testing for clients and operates a successful, and growing, training services arm.

While relatively young, the company has already become a vital part of the local supply chain, delivering significant inspection contracts for the likes of TSP Engineering and McMenon Engineering, alongside big players including Nuvia and Doosan.

It recently opened a new training facility at the Haig Mine site – the only one of its kind in the Northern region – which, along with other activities, includes re-certifying welders.

It also recently secured a framework agreement to provide services through its NDT division to the under-construction Hinkley Point C nuclear power station in Somerset.

## Big ambitions

Responsive has a £1.5m turnover and 14 PAYE members of staff – 12 based in Cumbria and two in Manchester.

And its owner Lee Grears says both its turnover and workforce would double should it secure a framework contract, believing the company is ideally placed to support PPP.

At present the vast majority of the company's work in the nuclear sector, which accounts for around 60 per cent, is "bitty and hand to mouth". A contract with longevity, and emanating from Cumbria would be a "dream come true", says Lee.

Responsive also has a growing profile in the Cumbrian community, raising funds for Calderwood House, which provides support for those in need of accommodation, and sponsoring Whitehaven Amateur Football Club and Whitehaven Rugby Union Football Club.

Lee is also the driving force behind 'Cumbria's Me' ([www.cumbriasmeme.co.uk](http://www.cumbriasmeme.co.uk)) which encourages businesses and consumers to choose independent businesses to generate more wealth in the locally economy.



*If we were to secure a £1 million plus annual contract for five or more years' continuous service we would:*

- Create 14 new jobs, and possibly more, along with new apprentice opportunities for local young people
- Support a growing number of SMEs with our expertise and training facility, enabling them to vie for and secure big contracts of their own





## CONTACT

For further information and to discuss this document further please contact:

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