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SYAC Business Centre has offices ranging from 196 sq. ft. up to 1473 sq. ft, making it an ideal location for all types of organisation and businesses from pre-starts to fully established at VERY COMPETITIVE PRICES.



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- * Reception Service,
- * 24 Hour Security
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- * Building Maintenance
- * Waste Management
- * Service Charge

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We welcome readers to the Summer Issue of our Newsletter.
We are keen to ensure that the work we do and our future initiatives are reflected in our publication.

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Another Award at SYAC



Sophie Maxwell, Founder and Director of the Really NEET College has won the prestigious Duke of York "Pitch at the Palace Award".

She has set up a number of successful projects for disengaged young people and launched Really NEET in 2011.

The Really NEET College is run from SYAC Centre, providing a safe learning environment for young people Not in Education, Employment or Training (NEET).

Sophie was nominated by Sheffield Hallam University for the "Pitch @ the Palace" award, a campaign founded by the Duke of York to boost entrepreneurs. (Read "page 3" for Sophie's accounts in her own words)



Address by Mike Atkins, Company Chair



The role of SYAC has probably never in our history been more necessary than it is today.

Never in our history has the economic environment in which we operate been more difficult to negotiate and at times downright hostile and baffling.

Sheffield in the year 2014 is a very different city to that of the late 80's when we first organised to develop the vision for what was then known as The African Caribbean Enterprise Centre or ACE.

Of course there were those who resisted -yes - but in the main we could count on political and officer support within the city council, community support and most significantly business support. So whilst it didn't come without a struggle and by no means was it all plain sailing - we were able to achieve our what we set out to do and build this centre, and for a while delivered new Businesses, Advice & Consultancy services Training programmes, grew and developed and the centre with its staff became a significant player in the city.

Today - the economic need is still there - the employment situation for young people is if anything worse that it was - (especially for Black young men) the Minority Ethnic Communities in Sheffield have grown from 11% of the population to 17.5%, the political climate and role of the city council has changed dramatically - whereas there maybe recognition of the need there is no funding to follow this through.

So we have to do all over again what we did back then - pick our way through the maze of political moves and counter-moves, the banks and funding streams, the personalities, the conflicts, suspicion and doubt - and of course the racism and deliver what we knew we needed and we knew we could.

What we now have is a National Government who is making all the right noises about supporting new business, social enterprise and entrepreneurs, with policies about breaking through red tape and bureaucracy to make things easier - who is urging - almost demanding that public services are commissioned out to the private sector including third sector voluntary and community businesses who apparently champions local growth.

Yet in reality those who are profiting from this are the large companies like Serco, Capita, G4S and of course our local Biggy A4E, rather than local and community businesses.

So you can see what we are up against!! These companies DO subcontract in our field of employment and training - and this is usually done on a 'payment by results' basis with fixed prices and working with some of the most vulnerable people in our communities.

What we need is to once again - be brave - believe in our ability to use our wealth of experience from the last 25 years and apply it to today.

We need to contact meet with and challenge the Local Enterprise Board, (who sent their final 'Strategic Economic Plan' to the government last week, described as '*A collaboration between the public and private sectors to ensure the growth of a rebalanced local economy and contribute to the renewal of the national economy.*') to challenge them to engage with us as a matter of urgency to ensure that the Minority Ethnic communities in the region are included and able to contribute to this grand ten year development. None of us can afford to leave out this current generation - yet all the evidence points to THESE are the ones who are most likely to be NEET, THESE are the ones who are excluded from our schools and colleges and THESE are ones with talent initiative and energy for whom we need to create ways IN instead of the ways OUT that they find for themselves as a result of their previous exclusion and non-engagement.

WHAT'S COMING UP?

Charity Shop

Charity Shop opens on
16th July 2014

Car Boot Sale

Car Boot Sale on 13th July 2014
and every 1st Sunday of the
month there after.

Annual Fun Day

@ Caribbean Sports Club

10th August 2014

**Jamaica Society Sheffield Presents
B.B.Q with National Bank of Jamaica
19th July 2014**

plus NEW TRAINING COURSES

Some of our Licensees

Sheffield BME Network:

Sheffield Black and Minority Ethnic Network Limited was set up as a result of the effect that the lack of a unified BME representation in Sheffield hampered the ability of the BME communities to have an effective and inclusive strategic voice. The Network acts as a platform for black and minority ethnic community in Sheffield. In doing so, they work directly with statutory and partner organisations.



IWW are a grassroots and democratic union helping to organise all workers in all workplaces. The IWW differs from traditional trade unions. IWW believes unions in one industry are far stronger if they are in the same organisation as all other industrial unions. Our aim is to see society re-organised to meet the interests of all people, and not just shareholders and corporations



Bright Beginners Nursery:

Parents have the greatest influence on their own children. We aim to support and extend that role in partnership with parents in the rewarding task of caring for and educating your child.

Sheffield Black & Ethnic Minority Environment Network (SHEBEEN):

SHEBEEN aims To promote greater social inclusion and empowerment of Sheffield minorities in relation to the built, human and natural environment at a local regional and global level.



BIC main objectives are:

- Training in Start-Up Business
- Support and growth to existing businesses with a focus on (BME) Black and Minority Ethnic.
- Networking and relationship building with other businesses.



Adapt Orthotics LTD:

Orthopaedic footwear repairs, includes Micro Raises, Caliper repairs, Sole and Heeling repairs, Insoles, shoe stretching and facility to dye shoes

Lyncage:

Professional Services is a growing business offering accounting, book keeping, tax and consulting services to a wide variety of clients throughout the UK.



Morgan Dias Immigration:

The mission of Morgan Dias is to deliver excellence in immigration related services to our clients and the community based upon core values. We offer a full range of services from asylum to family immigration.



Sheffield Sickle Cell and Thalassemia Foundation (SSCA):

A registered charity that provides information, advice, education and support to individuals with the disorders, and to their families and carers. SSCAT provides awareness raising presentations free of charge to groups and organisations.



The Really NEET Project

The Really NEET College is a safe learning environment for young people who are not in Employment, Education or Training. At Really NEET we engage young people who might be homeless. a young mum, on probation, fed up with main stream education, a care leaver, need smaller groups to work in or want to learn outside of the box!



Pitch @ the Palace Story...

It all started when Sheffield Hallam University put me forward for the Pitch @ the Palace competition; never did I believe I would make it all the way through to the Buckingham Palace stage, let alone win!

The first stage I had to get through (once I had been chosen to be one of the top 3 entrepreneurs from the Yorkshire Universities category of the competition) was to attend a boot camp at the Google HQ in London. I was really nervous and hadn't prepared much of my pitch because I was thinking I would get a chance to develop it at the Bootcamp. Imagine my surprise when I was told to get up and do my pitch 5 minutes after entering the room; not only that Prince Andrew had just walked over to me and there was a film crew behind him.

At the end of the Boot Camp day we all took it in turns to take to the stage, 36 companies had to become 12 and there was some stiff competition. The judging panel was made up of some incredible world class business leaders and when they announced my name as one of the 12 successful companies I nearly fell off my chair!

So....the day had arrived, I was walking through the doors of St James's Palace, red carpets, chandeliers and police men everywhere. I now had to step it up a gear, 300 of the country's most affluent business men and women were sitting in a room awaiting the 12 pitches. I could feel my body shake with trepidation before taking to the stage but as soon as I got up there all my nerves seemed to disappear. The pitch went amazing and I waited in the backroom with the other nervous candidates for all the other competitors to have their turn.

We were all invited back into the main room and the audience had to vote for the top 3 companies and I could see Really NEET creeping up the leader board. With 5 seconds left to vote Really NEET was at the top of Leader board. Oh my gosh, we'd done it, we'd won most disruptive pitch!

Prince Andrew and Princess Beatrice came and congratulated me after the event and we now keep in regular contact with the Princes office, updating him on Really NEET's progress.

If I could give any advice to people reading this article, it would be to chase your dreams; you never know where they may take you, even to Buckingham Palace!

Sophie Maxwell
The Really NEET Project
www.reallyneet.co.uk



Fundraising starts with a Sponsored Walk on Sunday May 7th, 2014



THE WALKERS TAKE A BREATHER – TO THE RIGHT, SYAC'S JANET ANGEL

The Caribbean Sports Club has used its brilliant location Ecclesfield Common for its First Annual Sponsored Walk.

The walkers included players from their new Under 8's Football Team accompanied by their parents, and also members of the Club's Management Committee.

The route itself is a well-established one past the Sports Ground Pavilion and Hoyle House, and then across open ground to Horbury Lane, taking in local landmarks along the way.

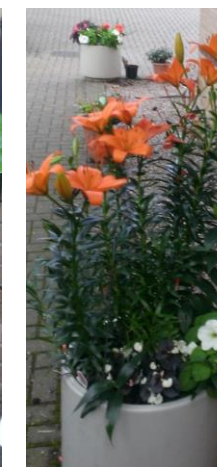


Not only was the Walk highly enjoyable, but the enthusiastic wayfarers had the satisfaction of raising more than £400.00 towards roof repairs as part of the Sports Club's Pavilion Refurbishment Project.

On Sunday 10th August, Caribbean Sports Club is holding its Annual Family Fun Day from 12 noon at its Sports Ground.

For further information, including hiring a Stall, please contact Angela Barrows on Tel 07565 550358

Harry's Gardens



Visitors to SYAC must have noticed the wealth of flowers adorning the outside of our Centre. All of this is due to the dedicated ingenuity of our gardener Harry.

Harry was determined to do something about the neglected areas to the rear of the building. He has introduced up to twenty five tubs and hanging baskets full of petunias, lobelias, begonias and other assorted blooms, extending from the rear exit to the front gates.

Along the middle of the parking area, Harry has filled a neglected strip of ground with an assortment of bedding plants.

Harry has attracted attention with the huge flowers on his lily plants. One eye catching bunch has flowers coloured gold, copper and pink pearl.

On most days Harry drops in to tend and water his garden. He enjoys banter with all and sundry during these visits, earning him the reputation of being quite the character! ***Thanks for everything, Harry!***



Harry's Gardening Tips

1. You don't have to take out your bulbs after Spring, just make sure they are a little deeper than the Summer Flower's roots.
2. Daisy type flowers – One cutting will soon fill the whole flower bed.
3. If wild flowers like Poppies invade, only weed them out when they are crowding other flowers.





SYAC seeks to raise money through a number of upcoming fund raising events, this includes a monthly Car Boot sale starting on Sunday 13th July 2014.

It will also be opening an UpCycling Shop in Unit 112 which will sell second hand and nearly new clothing and other household items at knock down prices.

The shop is scheduled to be open from Wednesday 16th July 2014.

Opening Hours will be from 10:00am to 1:00pm -

So come along and grab a bargain!

If you have any unwanted clothing or items in good condition to donate, please bring them along to SYAC Reception.



New Employment Allowance

Employers can now reduce the amount of National Insurance contributions (NICs) they pay for their employees by up to £2,000. This is called the 'Employment Allowance'.

Available every year, the allowance will be simple to claim and easy to administer. Businesses will confirm their eligibility for the allowance through their regular payroll processes and up to £2,000 will be deducted from their employer NICs liability over the course of the year.

Businesses paying NICs of £2,000 or less will pay no employer NICs at all. Over 90 per cent of the benefit of the new allowance will go to businesses with fewer than 50 employees.

Up to 1.25 million businesses and charities will benefit from Employment Allowance.

Around 450,000 businesses and charities won't have to pay any employer National Insurance contributions at all.

Employment Allowance is for nearly all employers that pay Class 1 National Insurance contributions on their employees' and directors' earnings.

There are a small number of businesses and organisations that can't claim Employment Allowance.

You can check your eligibility online at:

www.gov.uk/employment-allowance



End of Support for Windows XP

Windows XP support ended on 8 April 2014 which meant Microsoft won't provide any more updates. Yet many millions of people are still using the veteran OS (Operating System): recent figures suggest that it's still running on around 30% of PCs worldwide, many of them in businesses.

Understandably, there's a lot of doubt and concern over what's going to happen next. If you're still running XP, here are the straightforward answers to the key questions.

1. Is Windows XP going to stop working?

It will keep working but will stop providing security updates.

2. Can I keep running without security updates?

You can, but it's extremely risky. Without updates, any future vulnerabilities discovered in the OS will remain forever unpatched. — so as time goes by you'll be increasingly leaving yourself open to hacker attacks.

3. Won't my antivirus software protect me?

To an extent, yes. Several third-party antivirus publishers have promised to carry on supporting Windows "for a limited time".

4. What do I need to do?

Your best course of action is to stop using Windows XP as soon as possible, and to upgrade to a more recent OS.

5. Is upgrading to Windows 8 my only option?

If you don't get on with Windows 8, it's still possible to buy Windows 7. The important thing is no longer to rely on Windows XP.

If you really need to keep your old XP machine around, we strongly recommend you disconnect it permanently from the internet so as to minimise the danger of it being attacked.

Jamaica Society Sheffield presents

Fundraising Mini Summer Barbecue

Saturday 19th July 2014
11:00am till 5:00pm
 SYAC Business and Enterprise Training Centre
 110-120 Wicker, Sheffield S3 8JD

For more information please contact
 Carmelita Duncan
 Jamaica Society Sheffield
 0790-304-0898

On the day

- Prizes
- Giveaways
- JN Mobile Unit
- Fun
- Food
- Music

The **syac** | UpCycling Project

Car Boot Sale

SUNDAY 13th JULY 2014
Starts 10:00am
@ SYAC Car Park

Then every first Sunday of the Month afterwards

Refreshments Available

Prices:

- Cars £6.00
- Van £8.00
- Table £5.00

The following is not allowed at the Car Boot Sale:

- No Livestock
- No Explosive Materials of any kind
- No illegal or Counterfeit Goods
- No Gaming or Betting on site.
- No Food Van

Sellers should arrive 9:00am

For further information contact Janet Angel on (0114) 223 2100 or enquiries@syacLtd.org.uk

2014 Annual General Meeting

held on 3rd April 2014



During the past very challenging year, black unemployment had grown significantly. Ekwaeju Ohwoisi complimented all SYAC staff and Board Members on the effort they have made.



Among the main topics of discussion was concern over SYAC's relationship with Sheffield City Council (SCC) and in particular with Black and Minority Ethnic (BME) Communities in the City. Both SADACCA and SYAC face barriers and major difficulties in relation to leases on their buildings.

The Chair, Mike Atkins reflected on his experience in Sheffield and the vision of whom and what SYAC was designed for. He spoke on the effects government changes had on the Community and on Community Organisations.

Secretary's Report

Ekwaeju Ohwoisi emphasised that the lease on SYAC is very short in duration, and a longer lease is necessary to leave Capital into organisation. SYAC will be holding further meetings with elected Members both local and national to demonstrate how SYAC contributes positively to the city.



It was revealed that before Sheffield City Council handed back the building to SYAC in 2004 it had a 150 year lease which was later reduced to 20 years.



All the Staff at SYAC have worked really hard to refurbish workshops and offices to be fit for letting. SYAC has been very successful in recruiting volunteers without whom the company would find itself in an even more serious position. Well done everyone.



Annual Report

The Annual Report was presented by VWT which stressed on the hard work SYAC has performed. VWT stated that

SYAC's aim next year is to build up a surplus. Repairs to the building over the past year had put a strain on SYAC's budget. The Company lacks a healthy financial reserve to assist with new initiatives.



Keynote Speaker



Lesley Shepperson,
Assistant Principal of Quality and Learning Enhancement at Sheffield College, gives the Keynote address at our AGM on the 3rd April 2014.

Lesley's theme was on "The performance of Young Black students" She spoke of Sheffield College being a large successful institution, whose vision is to transform lives by securing the best possible outcome for all of its students.

She told the meeting that 17% of Sheffield's student population are from BME backgrounds, 28% in the college.

Student achievement within Sheffield College in 2012/13 showed a slight equality gap in favour of BME students, partly attributed to increased success rates on programmes that teach English to speakers of other languages. Most underachieving BME groups have improved again in terms of success rates in 2012/13 eliminating many remaining equality gaps.

Lesley described some of the challenges within the education sector and highlighted studies by HEFCE (Higher Education Funding Council for England), found that black students are more than three times less likely to be awarded a first-class university degree than their white counterparts; all students who were born in the UK and took full-time degrees between 2002 and 2006 just 3.5% of those who were black achieved a first, compared with 11% of those who were white; HEFCE 2011 report on the experience of black and minority ethnic staff in higher education in England showed that "commitments to ethnic diversity and equality in institutional policies and strategies are not always matched by the experiences of BME staff working in these institutions".

Lesley's Keynote Messages:

- Ensure equality and diversity are made available to managers.
- Regularly monitor the performance of managers with respect to equality issues
- Undertake wider institutional dissemination of monitoring data on ethnicity and the messages contained within the data. Actions taken within units and departments in response to the data should be reported and monitored.
- Initiate a range of BME staff development opportunities, which may include mentoring and other skills development initiatives; this may help to mitigate occupational under representation and promote career progression.
- Ensure that our young black students are resilient and well prepared
- Stimulate, encourage and develop them to become aspirational. and will not take no for an answer
- Envision them to dream dreams and achieve them.
- Ensure that they are well supported through their journey.

She declared that *"If the success of our young black students is to be secured, we must all play our part in shouldering and sharing the privileged position of responsibility to support students, staff, parent/carers and institutions that are responsible for contributing to the success of future generations."*

She ended her address by pointing out the importance of the work undertaken by Study Support held here on Monday evenings should not be underestimated.

