Final Report

Survey of Businesses in the Peak District and Rural Action Zone

Peak District National Park Area

March 2005

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Peak District National Park Authority

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Peak District National Park Survey of Employers 2004

Contents

I Executive Summary

- 11311 businesses in the area were identified of which 2605 were in the Peak District National Park area
- 290 businesses in the Peak District National Park area responded to the survey.
- Over 80% of respondents to that question had a turnover of less than £500,000 while nearly 80% of the responses to a further question said that their turnover had increased or stayed the same in the last twelve months.
- The biggest industrial sectors represented were business services, hotels and restaurants, manufacturing, and agriculture.
- More than 90% of the responses were independent companies rather than branches, subsidiaries or public bodies.
- Overall more respondents sell to consumers than to businesses.
- ¾ of the responding businesses are connected to the Internet, most of those use email, nearly 2/3 of them have a website and 1/3 trade electronically.
- More than 2/3 of the responses said that they do not have broadband but nearly 80% of those that do have it do use it.
- Over 50% of the responses were from businesses who were established since 1990.
- The majority of reasons for the particular location were to do with where business owners or staff lived, but local markets, and area were also important factors.
- Markets and suppliers tend to be local.
- Lorry movements and size are reported to be similar to those in 1997.
- Very few companies use rail, mostly because of the nature of their product.
- Most companies employ similar numbers of staff as they did in 1997, although of those that have changed about twice as many have increased their staff than have decreased.
- The proportion of part time and seasonal jobs has decreased since 1997.
- Bakewell, Buxton, and Hope Valley are the areas where most staff live, and nearly 80% of businesses recruit locally.
- The greatest barrier to recruitment is the need for a particular skill or type of experience.

- ¾ of the 132 responses to that question train all staff. Very few (5) said that they do not train any staff.
- Health and Safety was identified as the most needed type of training.
- Nearly 70% of staff employed earned less than or equal to £20,000 p.a.
- More than 1/3 of the tourism businesses who responded were accommodation providers.
- There are many more beef, sheep and dairy farmers in the area than arable
- Nearly 1/2 of the farms who responded had diversified, there did not seem to any particular correlation between being in receipt of a grant/subsidy and diversification or not.
- Regulatory burdens posed much more of a problem to businesses than other issues. However, given the relative numbers of responses in particular sectors, agricultural problems (especially dairy prices) and tourism problems are also paramount.

II Introduction

Derbyshire Chamber and Business Link were invited by the Peak District National Park Authority with the Derbyshire Dales District Council, High Peak Borough Council and the Derby and Derbyshire Economic Partnership (for the Rural Action Zone area) to undertake a survey of businesses within the Greater Peak District.

The aim of the survey was to provide comparable data to that in the Surveys of Employers undertaken in 1989 and 1997 and the following additional information:

- To identify the scale and nature of businesses that exist in the area
- To identify the scale and nature of the employment that they provide
- To identify recent trends
- To assess the outlook for the future for local businesses (next ten years)
- To identify barriers to business (eg skill shortage, location of suppliers, etc)
- To assess wage rates in the area
- To identify issues that the businesses may face
- To look at the likely needs of businesses over the next ten years

Due to constraints of funding this survey was undertaken in a limited time span in September and October 2004.

Company Data

Databases of businesses were supplied by Derbyshire Chamber and Business Link, the Peak District National Park Authority (sourced from Yellow Pages), High Peak Borough Council and Derbyshire Dales District Council. The total number of businesses after de-duplication was 11311.

Profiles of data

This database was profiled according to the following factors:

- Partner area

Partner	No. of businesses	Percentage of total database
Derbyshire Dales District Council	4672	41.30%
High Peak Borough Council	3378	29.86%
Rural Action Zone	8686	76.79%
Peak District National Park	2605	23.03%
Greater Peak Park	11311	

- Area (by postal town name)

Postal Town Name	No. of businesses	Percentage of total database
Ashbourne	1443	12.76%
Bakewell	896	7.92%
Belper	10	0.09%
Burton On Trent	1	0.01%
Buxton	1622	14.34%
Chesterfield	164	1.45%
Derby	10	0.09%
Dronfield	83	0.73%
Glossop	943	8.34%
Hayfield	10	0.09%
High Peak	1111	9.82%
Holmfirth	351	3.10%
Hope Valley	653	5.77%
Huddersfield	103	0.91%
Leek	430	3.80%
Macclesfield	480	4.24%
Matlock	1683	14.88%
Oldham	443	3.92%
Sheffield	634	5.61%
Stockport	140	1.24%
Stoke-On-Trent	98	0.87%
Swadlincote	1	0.01%
Uttoxeter	2	0.02%
Total	11311	

- Size of business (by employee as turnover figures are increasingly difficult to obtain particularly for smaller companies)

Size Band	No. of businesses	Percentage
0-1	3234	38.20%
2-5	3473	41.03%
6-10	787	9.30%
11-20	473	5.59%
21-50	343	4.05%
51-100	90	1.06%
101-200	42	0.50%
201+	23	0.27%
Total	8465	

This represents 59098 employees – assuming that all the companies actually had at least one employee.

- Sector (using the Standard Industrial Classification Codes 1992)

Sector	No. of businesses	Percentage
Agriculture, hunting and forestry	1024	11.71%
Fishing	3	0.03%
Mining and quarrying	46	0.53%
Manufacturing	921	10.53%
Electricity Gas and water supply	9	0.10%
Construction	629	7.19%
Motor Trade	373	4.27%
Wholesale	262	3.00%
Retail	1274	14.57%
Hotels and restaurants	1292	14.77%
Transport, storage and communication	410	4.69%
Financial intermediation	117	1.34%
Real estate, renting and business activities	1195	13.66%
Public administration and defence, compulsory social security	5	0.06%
Education	187	2.14%
Health and social work	296	3.38%
Other community, social and personal activities	702	8.03%
Total	8745	

Questionnaire

A postal questionnaire (Appendix 8) was compiled, using the previous survey as a basis to allow comparison, and posted to all 11311 businesses. The questions were compiled from those used in the previous surveys with additions requested by the clients or needed to assist with profiling the responses.

Methodology

The survey was posted to all 11311 companies and this report is based on the usable replies received from 290 businesses in the Peak District National Park area up to 19th November 2004. After the initial survey a number of companies were telephoned and encouraged to complete their forms and return them so that the response profile would more accurately replicate the profile of the original database.

III Questionnaire Responses

Section A General Information

A1 Date of incorporation and turnover

Apart from contact information businesses were asked for their date of incorporation and their turnover. Responses are tabulated below:

Date of incorporation

Range	No. of businesses	Percentage of responses
Pre 1900	6	3.80%
1900-1949	9	5.70%
1950-1969	9	5.70%
1970-1979	13	8.23%
1980-1989	15	9.49%
1990-1999	61	38.61%
2000-	45	28.48%
Total	158	

52 (32.91%) of the responding businesses were incorporated pre 1990, and 106 (67.09%) post 1990. This is a higher proportion of new businesses than either Derbyshire or the UK which both have about 55% of businesses incorporated after 1990 (Source: Dun & Bradstreet Marketplace on marketingfile.com)

Turnover

Range	No. of businesses:	Percentage of responses	Percentage in East Midlands Region	Percentage in United Kingdom
£0-£49,000	46	31.08%	19.67%	19.86%
£50,000-£99,000	24	16.22%	24.58%	24.45%
£100,000-£249,000	27	18.24%	26.14%	25.94%
£250,000-£499,000	23	15.54%	12.48%	12.27%
£500,000-£999,000	11	7.43%	7.53%	7.67%
£1M - £4.9M	13	8.78%	7.32%	7.39%
£5M+	4	2.70%	2.28%	2.42%
Total	148			

The national and regional figures are taken from:
UK Business: Activity, Size and Location – 2004
Office for National Statistics, Statistical Framework Division, October 2004.
(DCBL ONS Core licence number C02W0004952)

Although more companies responding have a turnover of less than £49,000 than regionally or nationally, more of the responding local companies have a turnover of more than £1M than regionally or nationally.

A2 Main business activity

Businesses were asked to describe their main business activity and to choose from the following list. The responses were as follows:

Main business activity	No. of businesses:	Percentage of responses
Agricultural	49	17.44%
Banks & finance etc	4	1.42%
Business services	31	11.03%
Construction	14	4.98%
Education	5	1.78%
Electricity gas and water supply	0	0.00%
Health and social work	10	3.56%
Hotels and restaurants	26	9.25%
Hunting, forestry and fishing	3	1.07%
Manufacturing	17	6.05%
Mining and quarrying	6	2.14%
Property	6	2.14%
Public admin	2	0.71%
Storage	0	0.00%
Tourism	41	14.59%
Transport	5	1.78%
Wholesale and retail	27	9.61%
Other	35	12.46%
Total Responses	281	

SIC code group	No. in database	No. in responses	Percentage in database	Percentage in responses
Agriculture, hunting and forestry	472	49	18.77%	17.82%
Fishing	1		0.04%	0.00%
Mining and quarrying	20	2	0.80%	0.73%
Manufacturing	217	24	8.63%	8.73%
Electricity Gas and water supply	1		0.04%	0.00%
Construction	158	9	6.28%	3.27%
Motor Trade	51	1	2.03%	0.36%
Wholesale	66	6	2.63%	2.18%
Retail	293	24	11.65%	8.73%
Hotels and restaurants	481	58	19.13%	21.09%
Transport, storage,communication	116	14	4.61%	5.09%
Financial intermediation	23	2	0.91%	0.73%
Real estate, renting and business activities	315	43	12.53%	15.64%
Public administration and defence, compulsory social security	2		0.08%	0.00%
Education	55	7	2.19%	2.55%
Health and social work	60	10	2.39%	3.64%
Other community, social and personal activities	183	26	7.28%	9.45%
Total	2514	275		

The biggest industrial sectors (business services, hotels and restaurants, manufacturing and agriculture) are represented by over 50% of the responses

The number of businesses in the wholesale and retail sectors seem to be slightly less now than in 1997. The biggest change appears to be in the numbers of tourism related businesses (25% of the businesses in the 1997 survey were classified as 'tourist'), however the numbers in this category are not easily calculated as tourism businesses do not only consist of the hotels and restaurants sector. In particular many of the retail and agricultural businesses would be classed as tourism related. In fact 131 businesses (over 45% of the responses) regarded themselves as tourist related in the section of the questionnaire which asked specific questions of that sector.

For comparison the national, regional and county classifications are as follows:

Industrial Sector	United Kingdom	East Midlands	Derbyshire
Agriculture	8.63%	9.12%	10.19%
Production	8.90%	11.79%	12.35%
Construction	11.00%	11.72%	11.45%
Motor trades	4.05%	4.69%	4.97%
Wholesale	6.55%	7.21%	6.69%
Retail	11.63%	11.92%	11.99%
Hotels & catering	6.80%	6.65%	7.84%
Transport	3.65%	4.15%	5.48%
Post & telecom	0.97%	1.08%	0.85%
Finance	0.65%	0.35%	0.20%
Property & business services	27.26%	22.68%	20.90%
Education	0.63%	0.68%	0.61%
Health	0.58%	0.53%	0.44%
Public admin & other services	8.70%	7.44%	5.99%

The national and regional and county figures are taken from:
UK Business: Activity, Size and Location – 2004
Office for National Statistics, Statistical Framework Division, October 2004.
(DCBL ONS Core licence number C02W0004952)

As would be expected for a rural area the proportion of agricultural related businesses is higher than nationally and regionally or for the county of Derbyshire. In fact the proportion for Derbyshire is high and this must be contributed to by the businesses in this area.

The manufacturing or production sector is also strong in Derbyshire but conversely this is not reflected by the businesses in this survey. The area also has a lower proportion of construction, finance and business services companies.

In keeping with the fact that this is a tourism area the proportion of businesses in the retail and hotels and restaurants sector is high.

A3 Structure of Business

Businesses were asked what their type of structure is:

Type	No. of businesses	Percentage of responses
Sole trader	138	48.76%
An independent company	77	27.21%
Branch or subsidiary of a larger group	9	3.18%
Public Body	3	1.06%
Other	56	19.79%
Total who provided data	283	

Most companies were independent or sole traders and if the figures for partnerships and limited companies from the table below are included in this category this is even more marked. Figures from the 1997 survey show a greater proportion of branches (16%).

Descriptions included in other were:

Description	No. of businesses
Partnership	34
Charitable Trust/Charity/Voluntary Sector	9
Limited Companies	4
Club	2
PLC	1
Mutual organisation	1
Various	4
Total	55

A4 Headquarters Location

Businesses who are a branch or a subsidiary of a larger group were asked where their group headquarters is:

Location	No. of businesses
Elsewhere in the Peak Park	3
Elsewhere outside the Peak Park	22

A5 Markets

Businesses were asked about who they sell/provide services to:

Sell – provide to	No. of responses	Percentage of responses
Businesses	52	22.61%
Businesses and consumers	76	33.04%
Consumers	102	44.35%
Total	230	

Those businesses which sell/provide services to other businesses were asked in which sector those businesses are.

Business sector	No. of responses	Percentage of responses to this question
Rail	4	1.85%
Textiles	2	0.93%
Environmental industries	9	4.17%
Motor sport	1	0.46%
Healthcare	9	4.17%
Print industries	3	1.39%
Construction – civil engineering	13	6.02%
Food and drink	35	16.20%
Media	1	0.46%
Engineering and manufacture	9	4.17%
Aerospace	1	0.46%
Communication	1	0.46%
Creative industries	3	1.39%
Fashion and textiles	2	0.93%
Finance and professional	4	1.85%
Industrial design	1	0.46%
Tourism and culture	28	12.96%
Sport and leisure	5	2.31%
Retail	12	5.56%
Entertainment	1	0.46%
Farms and horticulture	16	7.41%
Education	3	1.39%
All	4	1.85%
Other - Local authorities	0	0.00%
Other (not specified)	35	16.20%
Various (not specified)	14	6.48%
Total	216	

The above percentages do not sum correctly as some gave more than one response.

More than 77% of the respondents to this survey sell to consumers while less than 60% sell to businesses. The business sectors sold to are diverse but more than 16% of the respondents sold in the food and drink sector and nearly 13% to tourism and culture.

A6 Turnover

Businesses were asked if their last twelve months turnover had increased, decreased or stayed the same:

Change	No. of responses	Percentage of responses
Increased	105	39.62%
Decreased	53	20.00%
Stayed the same	106	40.00%
New business	1	0.38%
Total	265	

This contrasts with figures of 58% increased, 16% decreased and 26% stayed the same in 1997. These figures are pessimistic compared with the results of Derbyshire Chamber's Quarterly Economic Survey where over the last year more than 60% of the respondents have expressed the expectation that turnover will increase.

A7 – A12 E-Adoption

Businesses were asked the following about their use of electronic communication:

If they are connected to the Internet:

A7	No. of responses	Percentage of responses to this question
Yes	213	75.53%
No, plan to be	29	10.28%
No, don't plan to be	40	14.18%
Total	282	

If yes, do you use email?

A8	No. of responses	Percentage of positive responses to A7
Yes	200	93.90%

Do you have a website?

A9	No. of responses	Percentage of positive responses to A7
Yes	134	62.91%

Do you trade electronically?

A10	No. of responses	Percentage of positive responses to A7
Yes	79	37.09%

Do you have access to broadband?

A11	No. of responses	Percentage of responses to this question
Yes	63	29.30%
No	147	68.37%
Don't know	5	2.33%
Total	215	

If yes, do you use it?

A12	No. of responses	Percentage of positive responses to A11
Yes	49	77.78%

According to the BT website broadband is available to 91% of the UK, 94.6% of the East Midlands and 94.6% of Derbyshire (December 2004). The anomaly with the response rate (A11) above could partly be due to the question being taken to mean asking if the businesses actually have subscribed to a broadband service. Even so, there were a number of comments about broadband not being available locally and it seems that the area covered in the survey is less likely to have access to broadband.

The 2003 E-Adoption Report on SMEs done for Business Links in the East Midlands reports that 70% use computers, 87% of them have internet access, 77% of them have email and 53% have a website. The use of computers, email and internet is reported to be higher than this locally. This may be because the Business Link report was done in 2003 but also because remote working is more important in rural areas.

Section B Premises

B1 Date established at this location

Businesses were asked when their business was established at this location

Date range	No. of businesses	Percentage of responses
Pre 1945	39	15.18%
1945-1989	74	28.79%
1990-1999	80	31.13%
2000+	64	24.90%
Total	257	

The dates at which businesses were established in this location again show a marked difference from the figures obtained in the 1997 report. 31% of the businesses responding to that survey had been established at that location before 1945, in contrast with 15% now. Only 10% had established there after 1989 whereas nearly 55% had in this survey. The number of new businesses responding to this survey is particularly high (see also responses to A1 Date of Incorporation).

B2 Reason for location

Businesses were asked why they were established at this location. Reasons given are tabulated as follows:

Reason	No. of businesses	Percentage of responses to this question
Local suppliers	7	3.08%
Local markets	23	10.13%
Home/already lived here/near home/work from home	78	34.36%
Staff live near	4	1.76%
Family/personal reasons	14	6.17%
Availability	13	5.73%
Already established business	22	9.69%
Location	20	8.81%
Succession	11	4.85%
Expansion	11	4.85%
Environment	4	1.76%
Cost	8	3.52%
Convenience (apart from other factors above)	7	3.08%
Suitability (apart from other factors above)	5	2.20%
Total	227	

B3 Other location

Businesses were asked if the business had been located elsewhere:

Previous Area	No. of Businesses
Within the Peak District National Park	16
Locally	16
Regionally (adjoining counties)	13
Nationally	3
Total	48

See Appendix 2 for a listing of actual previous locations.

More businesses in the previous survey had moved within the Peak District National Park (27 out of 51, more than 50%) whereas only 33% of those in this survey who had been located elsewhere had been in the Peak Park.

B4 Tenure of premises

Businesses were asked what type of tenure of their premises they have:

Tenure	No. of businesses	Percentage of responses to this question
Rented	89	32.72%
Owner occupied	179	65.81%
Other	4	1.47%
Total	272	

Nearly two thirds of the businesses responding own their own premises. In contrast the 1997 Survey found 57% owner occupied and 42% rented.

B5 Type of building occupied

This question was actually answered as follows:

Type of building	No. of businesses
Agricultural	48
Agricultural and Domestic	3
Domestic	82
Domestic and Retail	1
Commercial	57
Commercial and Industrial	1
Commercial and Domestic	1
Commercial and Retail	1
Industrial	20
Industrial and Domestic	0
Industrial and Retail	0
Retail	33
Other	22
Total	269

Type	No. of businesses	Percentage of responses to this question
Commercial	60	22.30%
Industrial	21	7.81%
Domestic	87	32.34%
Retail	35	13.01%
Agricultural	51	18.96%
Other	22	8.18%
Total	276	

Other types mentioned include Caravan site, Care home, Church ,Clinic
Holiday camp, Purpose built club house

B6 Size of Premises

Businesses were asked the size of their premises and land.

Size of Premises (sq ft)	Buildings		Adjoining Land	
	No. of businesses	Percentage of responses to this question	No. of businesses	Percentage of responses to this question
0-500	70	38.89%	10	11.49%
501-1000	29	16.11%	8	9.20%
1001-2000	25	13.89%	5	5.75%
2001-5000	30	16.67%	7	8.05%
5001-10000	10	5.56%	7	8.05%
Over 10000	16	8.89%	50	57.47%
Total	180		87	

B7 Premises change since 1997

Businesses were asked if the size of their premises or land had changed since 1997 or since their business was started if it was later than 1997.

	No. of businesses	Percentage of responses to this question
Expanded in size	69	25.94%
Reduced in size	12	4.51%
Stayed the same	185	69.55%
Total	266	

Slightly lower numbers of businesses (25%)have expanded their premises in the last 7 years than in the years between 1989 and 1997 (31%).

B8 Problems with your existing premises

Businesses were asked if they had any problems with their existing premises

Problems	No. of businesses	Percentage of responses to this question
Yes	61	22.68%
No	208	77.32%
Total	269	

Compared with the 1997 survey many less respondents were having problems with their existing premises (about half were in 1997 and less than a quarter are now).

For those businesses who were having problems with their existing premises the types of problems were as follows:

Type of problem	No. of businesses	Percentage of Responses to this question
Space	2	4.17%
Repairs/maintenance needed	14	29.17%
Access	8	16.67%
(of which disabled access)	4	8.33%
Parking	3	6.25%
Costs	10	20.83%
Planning	5	10.42%
Energy/services	6	12.50%
(including Broadband)	3	6.25%
Total	48	

Similar percentages of businesses are having problems with space and parking as in the 1997. The number of businesses having problems with access for the disabled have lessened but the percentage needing repair/maintenance has increased from 7% to 29%.

The actual problems described are listed in Appendix 3.

B9 Requirement for larger premises

Businesses were asked if they were likely to need larger premises in the next 10 years

Larger premises requirement	No. of businesses	Percentage of responses to this question
Very	35	13.57%
Fairly	26	10.08%
Not very	49	18.99%
Not at all	116	44.96%
Not sure	32	12.40%
Total	258	

There are less businesses who require more space than in 1997 (33% then, only 23% now).

B10 How much extra space will you require?

If they did need larger premises in the next 10 years, businesses were asked how much extra.

Size of Premises (sq ft)	Buildings		Adjoining Land	
	No. of businesses	% of responses to this question	No. of businesses	Percentage of responses to this question
0-500	11	29.73%	2	25.0%
501-1000	9	24.32%	1	12.5%
1001-2000	10	27.03%	2	25.0%
2001-5000	5	13.51%	1	12.5%
5001-10000	1	2.70%	1	12.5%
Over 10000	1	2.70%	1	12.5%
Total	37		8	

B11 Type of premises required

Also, if businesses did think they would require larger premises in the next 10 years, they were asked what type of extra space.

Type of premises	No. of businesses	Percentage of responses to this question
Extension to present premises	29	46.77%
Industrial estate unit	10	16.13%
Purpose built unit	10	16.13%
Premises for conversion	7	11.29%
Other	6	9.68%
Total	62	

Some responses gave a number of alternatives, all of which are shown.

Many more businesses who replied to the 1997 survey would have preferred to expand their current premises (59%), while in this survey more (16% as opposed to 4%) would like an industrial estate unit).

Other types mentioned were as follows:
Shared/serviced offices
Residential Building
Not sure - Equipment, storage and office space
Need to add leisure facilities
Looking for farm with out buildings
Industrial estate unit
Any
Additional site for residentials
A schoolroom and a room for storage

B12 Requirement for smaller premises

Businesses were asked if they would require smaller premises - 4 businesses said that they would.

B13 Do you want to move for any other reason?

31 businesses said that they would like to move for another reason. Reasons given were as follows:
Would like to move to better premises but there is not the profit to expand
Wish to pursue another activity
Wish to have own premises
We have now 15 cars parking outside
Want to expand and recruit
To buy not rent
Staffing problems
Retiring
Retirement
Retire
Replicate business on other sites neighbouring counties to start with
Rates very high
Proximity to home/ quality of life
Possibly to retire
Possible move to reduce costs - Rent/service charges/NNDR
Peak Park planning are a problem. Derbyshire Dales building control are a problem
Not profitable
Move business away from owner's house
Mobile office
May need larger premises than are available at home
Lack of visitors
I acquire premises as and when needed by a project
Hope to retire
High rates
Due to age and my husband now with epilepsy would like house our own property so he can take things easier
Cheaper premises
Career change
Better retail location possibly
Better facilities, more storage
Age
A cash point would be welcome

Reasons for moving	No. of businesses
Retirement/Age	7
Business reasons	5
Expansion	2
Costs	6
Unsuitable location	
Home/Work	2
Would prefer to buy not rent	2
Planning problems/ Problems with local authority	2
Parking	1
Other	5
Total	32

Succession issues are reflected by the high number of independent companies and sole traders in the responses to this survey. In a report to the Small Business Service April 2002 it was stated that the proportion of SMEs vulnerable to age related succession failure had increased substantially during the 1990s with the East Midlands region exceeding the national average with 45% of the self employed being vulnerable to succession failure in 2000. 'There was particular concern about the damage arising from succession failure in rural economies…..' (SME Ownership Succession; Business Support and Policy Implications, Report to the Small Business Service, Chris Martin, Dr Lynn Martin and Alan Mabbett, April 2002)

B14 Where is your preferred location for alternative premises?

Businesses were asked where would be their preferred location for alternative premises:

Area	No. of businesses	Percentage
Locally (survey area)	36	76.60%
Regionally	4	8.51%
Nationally	1	2.13%
Abroad	1	2.13%
Other	5	10.64%
Total	47	

As in the 1997 survey most of those businesses who did wish to move would prefer to stay locally.

Other locations mentioned included the following:
Somewhere near a council road
On a main street not down an arcade
Lowland Area
Larger, drier farm
Home office would be alternative, but am looking to move

See Appendix 4 for the listing of actual places mentioned.

B15 Are there any particular reasons for this?

Type of reason	No. of businesses	Percentage
Suppliers/Markets	15	30.61%
Staff	2	4.08%
Work/life balance	7	14.29%
Weather	2	4.08%
Preference	1	2.04%
Business expansion	1	2.04%
Problems with authorities	2	4.08%
Travel/access	12	24.49%
Problems with area	0	0.00%
Cost	3	6.12%
Practicality/business reasons	4	8.16%
Total	49	

More than one third of businesses would choose a new location for reasons connected with their markets, suppliers or staff.

Section C   Movement of Goods

C1   Where are your major markets and suppliers based?

Businesses were asked where their major markets and suppliers are based. The actual answers are as follows

Market Area	No. of businesses	
	Markets	Suppliers
All	2	2
Locally	97	64
Locally, Regionally	8	4
Locally, Regionally, Nationally	4	8
Locally, Nationally	1	1
Locally, Nationally, Internationally	1	0
Locally, Regionally, Internationally	0	1
Locally, Internationally	1	0
Regionally	24	44
Regionally, Nationally	3	1
Regionally, Nationally, Internationally	1	1
Regionally, Internationally	0	0
Nationally	53	52
Nationally, Internationally	2	4
Internationally	28	15
Total	225	197

These results are tabulated into the areas as follows:

Market Area	Markets		Suppliers	
	No. of businesses	Percentage of above total	No. of businesses	Percentage of above total
Locally	114	50.67%	80	40.61%
Regionally	42	18.67%	61	30.96%
Nationally	67	29.78%	69	35.03%
Internationally	35	15.56%	24	12.18%

Local supply and marketing are much more important to respondents to this survey than to those of the 1997 survey. More than half of the 2004 respondents market locally (only 16% in 1997) and more than 1/3 use local suppliers (only 12% in 1997). The reported use of international markets and suppliers has decreased significantly.

C2 Approximately how many lorry movements are there to and from your premises each week?

Businesses were asked approximately how many lorry movements they had to and from their premises each week

No of Lorry movements	No. of businesses	Percentage
Less than 1	99	46.26%
1-2	25	11.68%
3-4	29	13.55%
5-10	29	13.55%
11-20	18	8.41%
21-30	6	2.80%
31-50	1	0.47%
More than 50	7	3.27%
Total	214	

About 80% of businesses have 10 or less lorry movements per week and this is unchanged since 1997.

C3 Since 1997 (or since your business was established in the Park if later than this) has the number of lorry movements?

Businesses were asked if their lorry movements had increased, decreased or stayed the same since 1997.

Lorry Movements	No. of businesses	Percentage
Decreased	13	6.84%
Increased	31	16.32%
Stayed the same	146	76.84%
Total	190	

In 1997 40% of the respondents reported an increase in lorry movements since 1989 but 12% had decreased and only 49% said that the number of lorry movements had stayed the same.

C4 Has there been any changes in the size of vehicles used?

And if there had been any change in the size of vehicles used.

Changes in vehicle size	No. of businesses	Percentage
Stayed the same	130	76.92%
Decreased	4	2.37%
Increased	35	20.71%
Total	169	

In 1997 24% of the respondents said that the size of vehicle used had increased since 1989.

C5 Do you use the following sizes of vehicles for transporting goods?

Businesses were asked what size of vehicle they use for transporting goods.

Size of vehicle	No. of businesses	Percentage
2 and 3 axle	76	71.70%
4 axle and above	9	8.49%
Articulated	21	19.81%
Total	106	

C6 Do you have your own goods vehicles or do you use other operators?

And if they have their own vehicle or use other operators.

Own vehicle	No. of businesses	Percentage
Run own vehicles	57	39.31%
Both	27	18.62%
Goods moved by other operators	61	42.07%
Total	145	

Including those that use both their own vehicles and those of other operators nearly 70% of the respondents to the 1997 used their own vehicles with under 60% having their own vehicles in this survey. Just over 60% of the current respondents use other operators while over 70% did in 1997.

C7 Does your company distribute any goods by rail?

Businesses were asked if they transport goods by rail…

Use of rail	No. of businesses	Percentage
Yes	2	1.03%
No	192	98.97%
Total	194	

An even lower proportion of companies use rail for distribution than in 1997 (4% then, 1% now)

C8   If you do not use rail, why not?

...and if they do not use rail, why not?

Reason	No. of businesses	Percentage
Distance from railhead	18	12.41%
Price	4	2.76%
Nature of product	94	64.83%
Lack of control/reliability	5	3.45%
Other	24	16.55%
Total	145	

In 1997 the most important reason for not using rail was the distance from the railhead where at the moment the nature of the product is the paramount reason. Other reasons were as follows:

Reason	No. of Businesses
Do not need to	13
Does not suit type of goods or size of consignment	4
Not convenient/More convenient by vehicle	4
Not reliable	1
No trains in area	4
Totally impracticable	1

Section D Workforce

D1 How many full time equivalent staff (including owners/partners etc.) do you have?

Businesses were asked how many staff they have.

Number of employees - bands	No. of businesses	Percentage of responses	Percentage in East Midlands	Percentage in the UK
0-4	235	81.88%	74.03%	75.10%
5-9	23	8.01%	13.25%	13.00%
10-19	14	4.88%	6.62%	6.25%
20-49	10	3.48%	3.81%	3.48%
50-99	4	1.39%	1.11%	1.03%
100-249	1	0.35%	0.71%	0.66%
250+	0	0.00%	0.47%	0.48%
	287			

This represents 1480 employees in the Peak District National Park (assuming that all businesses responding actually have at least one member of staff).

The national and regional figures are taken from:
UK Business: Activity, Size and Location – 2004
Office for National Statistics, Statistical Framework Division, October 2004.
(DCBL ONS Core licence number C02W0004952)

D2 What is the breakdown of the staff by type of job?

Businesses were asked whether their staff were full time, part time or seasonal.

Job type	Male			Female		
	No. of jobs	Percentage	1997 Percentage	No. of jobs	Percentage	1997 Percentage
Full Time	842	86.54%	83.46%	487	57.43%	48.49%
Part Time	106	10.89%	10.23%	309	36.44%	41.61%
Seasonal	25	2.57%	6.31%	52	6.13%	9.90%
Total	973			848		

Despite work/life balance initiatives the proportion of part time and seasonal jobs locally has decreased since 1997.

The types of occupation and contract are tabulated as follows:

Status	Full Time (30+ hrs pw)		Part Time (<30 hrs pw)		Seasonal (<8 months pa)	
Sex	M	F	M	F	M	F
Managers and Admin	165	142	21	47	2	4
Professional	76	47	4	15	4	0
Technical	56	11	5	12	1	0
Clerical/ Secretarial	18	37	1	37	0	3
Plant/Machine Operators	212	23	2	9	1	0
Craft and related	91	21	14	18	1	
Sales	76	85	12	73	6	12
Personal/protective services	19	0	1	3	0	0
Others	129	121	46	95	10	33
Total	842	487	106	309	25	52

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D3 What is the breakdown of the staff by age band?

...and what ages their staff are?

Age Band	Full Time		Part Time		Seasonal	
	M	F	M	F	M	F
Under 25	86	86	26	48	17	19
26-45	449	236	26	100	8	1
45+	273	146	44	120	8	17

D4 Since 1997 (or since the firm was established if after 1997) has the number of full-time/part-time staff and seasonal people employed at this address

Businesses were asked if the number of staff they employ has changed since 1997.

Change	Full Time	Part Time	Seasonal
Increased	55	47	24
Decreased	33	27	10
Stayed the same	100	67	21

D5 How many of your work force at this address live over five miles from the premises?

The businesses that answered this question had 760 employees (55.19% of the total represented in responses to this question) who travel more than 5 miles. In 1997 63% of the workforce lived less than 5 miles from the premises. The 2001 Census asked a similar question but in kilometres so the figures are not directly comparable but in England and Wales 67.43%, and in the East Midlands region 68.37%, travelled less than 10km. All these figures include people who work mainly from home.

D6 What percentage of your staff travel to work by...?

558 businesses answered this question as follows:

Mode of Transport	Less than or equal to 10%	11-50%	51-89%	Greater than or equal to 90%
Car	0	30	29	78
Bicycle	5	6	0	0
On foot	9	24	2	12
Motorbike	5	4	0	0
Train	0	2	0	0
Bus	7	7	2	2

The percentage of people who travel to work by car is 71% in the UK and 77% in the East Midlands (according to the Department for Transport, Regional Transport Statistics 2004).

D7 Do you have a car sharing policy?

Of the businesses that answered this question 26 businesses operate a car share scheme and 17 said that they do not.

D8 Is there a town or area where the majority of the workforce at this address live?

84 businesses said their staff were from a particular area, 83 said that they were not and 3 did not know. Of the businesses who did know 50% said that their staff were from a particular area, (60% in 1997).

Postal Town Names of areas identified: (Some specified more than one area)

Town Name	No. of businesses
Ashbourne	4
Bakewell	11
Buxton	12
Chesterfield	8
High Peak	3
Hope Valley	17
Leek	2
Macclesfield	3
Matlock	8
Nottingham	1
Sheffield	7

D9 When you recruit new staff, how do you do this?

Area	No. of businesses	Percentage of responses to this question
Locally	126	78.75%
Regionally	22	13.75%
Nationally	24	15.00%
Total	172	

There were 160 responses some of which indicated more than one area.

Areas in which businesses recruit are similar to those in 1997 with about three quarters of businesses recruiting locally in both surveys.

D10 Do you have any problems recruiting locally?

Problems?	No. of businesses	Percentage of Responses
No problems	76	43.43%
Problems	88	50.29%
Not sure	11	6.29%
Total	175	

About the same proportion of problems are encountered in recruiting now than were reported in the previous survey.

Businesses were asked what types of vacancies have been hard to fill. The actual responses are in Appendix 5 but of the 204 businesses who specified a reason the following types were given:

Reason/Type	No. of Businesses
Attitude	2
Particular skill/ experience needed	55
of which farming	5
of which catering	14
of which drivers	5
of which retail	3
Apprentices/trainees	1
Inconvenient hours/travel	5
Most/all difficult	10

D11 Why do you think they have been hard to fill?

94 businesses answered this question as follows:

Problem	No. of businesses	Percentage
Skills Shortage	43	39.45%
Image of the Job	12	11.01%
Wage Rates	22	20.18%
Competition from Other Firms	14	12.84%
Other	18	16.51%
Total	109	

Problems described as ‘other’ are included in Appendix 6 but 8 companies blamed unsociable hours and 6 blamed travelling distance for their problems in finding staff.

Wage rates are more of barrier to recruitment now than they were in 1997 but the main constraint is reported to be skills shortage in the 1997 survey, this survey and in a Skills & Recruitment survey undertaken by the Chamber in 2001.

D12 How do you advertise for staff?

123 businesses answered the area part of this question as follows:

Area	No. of businesses	Percentage
Locally	113	68.48%
Regionally	30	18.18%
Nationally	22	13.33%
Total	165	

121 businesses answered the question about where they advertise for staff as follows:

Where	No. of businesses	Percentage
Local Papers	78	52.70%
National Papers	5	3.38%
Recruitment Agencies	17	11.49%
Job Centre	30	20.27%
Other	18	12.16%
Total	148	

In addition 14 companies use word of mouth/personal recommendation, 5 use shop or business windows, and 3 use the internet. Other methods described were:
DCC Green Job Sheet
Job centre and college placement schemes
MBA Programmes
IOD Network
National Church
Specialist Recruitment Advertising
TNT (Australian workers)
Universities

D13 Do you offer training and development opportunities (including on the job training but not induction training) to:

Businesses were asked what type of employees they offered training or development opportunities to at the moment. 132 businesses answered this question as follows:

Type of employee	No. of businesses	Percentage
All Staff	105	79.55%
Managers and senior officials	2	1.52%
Professionals	2	1.52%
Associate Professional and technical staff	0	0.00%
Administration and secretarial staff	0	0.00%
Skilled trades	9	6.82%
Personal services	0	0.00%
Sales and customer service staff	5	3.79%
Process plant and machine operatives	2	1.52%
Other	7	5.30%
Total	132	

Some businesses offer training to more than one of the above groups. 5 businesses said that they do not offer training to any staff.

In 1997 all groups of staff were offered training by 81% of businesses.

D14 Would you offer training for your employees if appropriate programmes were made available?

76 companies said that they would and some of the types of training they would like were as follows:

Type of training	No. of businesses
Accounts	3
Administration/Secretarial	2
Agricultural and related	3
IT, Computing, etc	5
Catering, hospitality, etc	5
Construction, maintenance, etc	3
Health & Safety, First Aid	9
Sales, Marketing, Customer Service	3
Management/Supervisory	2
Fork Lift Truck, Manual Handling, Warehousing	2
Childcare	1
All types	6
Total	44

A number of businesses (4) expressed concern about the costs of training and time travelling to training. 2 businesses were looking for an apprentice.

D15 Please could you give an indication of the number of your full time workforce within each of the following income ranges?

This information was given for 4804 employees and the results were as follows:

Salary Band	No. within each band	Percentage of total
less than £10K	161	14.54%
£11K-20K	613	55.37%
£21K-30K	209	18.88%
£31K-50K	112	10.12%
£51K-100K	11	0.99%
£101K+	1	0.09%

According to the Annual Survey of Hours and Earnings, ONS 2004 published October 2004 which replaces the New Earnings Survey, 10% of full time employees in Great Britain earned less than £11,975 pa in April 2004 (DCBL ONS Core licence number C02W0004952). The mean annual salary for the UK is £26,989 while the 90 percentile is £42,970.

In the 1997 survey over 90% of the staff represented earned less than £25,000. A similar proportion of the current workforce earns less than £30,000.

Using the Rates of Inflation from the Consumer Price Indices Time Series Data 1988-2004 ONS (DCBL ONS Core licence number C02W0004952) wage rates have risen in the area more than the rate of inflation (£25,000 would be worth £27,803 at present prices).

Section T Tourism businesses

T1 Type of tourism business

Type of business	No. of businesses	Percentage of responses
Visitor centre	3	2.29%
Museum		0.00%
Garden centre	1	0.76%
Stately home	4	3.05%
Hotels or other accommodation	53	40.46%
Gift shop	17	12.98%
Café	11	8.40%
Public house	18	13.74%
Restaurant	7	5.34%
Sport/leisure	7	5.34%
Other	10	7.63%
Total	131	

Other types described included:
Antiques and Collectables
Camping & Camping Barn
Campsite
Caravan and camping site
Cavern
Church
Coach firm
Coach Hire
Gallery
Ghost walks in Bakewell
Holiday and conference centre
Holiday Park
Ice cream parlour
Livestock Market
Maps, local info publications etc
Owner adventure activities
Post Office
Supply photography & images to the tourism industry
Village Shop/Tourism
Walking guide and navigation teacher
Youth Hostel

T2 Do you provide accommodation for paying guests?

Businesses offer accommodation to paying guests as follows:

Type of Accommodation	No. of businesses	No. of bed spaces
Camping	11	324
Caravan - Static	12	387
Caravan - Touring	7	206
B & B	27	201
Guesthouse	3	58
Hotel	4	63
Holiday Cottage	17	146
Camping Barn	5	140
Other	3	171
Total number of bed spaces	89	1696

Others described were Youth Hostels, and bunk rooms

Section F Agricultural businesses

F1 What does your farm produce?

53 farms answered this question

Type of Produce	No. of Farms	Percentage of those answering this question
Beef	35	36.84%
Sheep	35	36.84%
Dairy	18	18.95%
Arable	1	1.05%
Other	3	3.16%
Poultry	3	3.16%
Horticultural		0.00%
Pigs		0.00%
Total	95	

Others described were:
Goats for fibre
Livestock Market

F2 How many holdings does your business incorporate?

Agricultural businesses were asked how many holdings they had.
108 farms answered this question and the results were as follows:

No. of Farms	No. of Holdings
38	1
4	2
4	3
1	4
1	6

F3 / F4 Have you diversified?

Agricultural businesses were asked if they had diversified. 23 said that they had and the types of diversification were as shown

Type of Diversification	No. of Farms
Agricultural services	4
Accommodation	12
Recreation and leisure	2
Catering	2
Livestock and livestock processing	3

Other diversifications mentioned were:

Agricultural Secretary
Artwork company
Canine behaviour and training consultant
Caravan Camping and leisure Site
Landscaping
Milk Processing
Retail shop/catering
Telecom Mast
Turning our fibre into yarn & weaving from it

F5 Are you in receipt of any of the following grant schemes?

The responses were as follows:

Scheme	No. of businesses in receipt of that scheme
HFA-Hill Farm Allowance	8
ESA-Environmentally Sensitive Areas Scheme	19
CSS-Countryside Stewardship Scheme	15
WGS-Woodland Grant Scheme	3
RES-Rural Enterprise Scheme	2
FWPS- Farm Woodland Premium Scheme	3
OFS-Organic Farming Scheme	3
VTS-Vocational Training Scheme	2
PMG-Processing & Marketing Grant Scheme	1
ECS-Energy Crop Scheme	1

48 businesses answered this question, of which 5 were not in receipt of any grants. A number of businesses were in receipt of more than one scheme and the total number of grant schemes received was 79.

Of the businesses who had diversified 7 were not in receipt of a grant.
25 businesses had not diversified but were in receipt of a grant.
13 businesses had diversified and had got a grant

F6 Awareness of environmental initiatives?

The responses were as follows:

Initiative	No. of businesses aware of that initiative
EQM – Environmental Quality Mark	16
LEAF – Linking Environment and Farming	10
NEE – New Environmental Economy	11

28 businesses answered this question. 6 businesses were not aware of any of the above initiatives, one described their awareness as 'vague'

Comments

Companies were asked for comments on the future of their business and factors affecting it over the next ten years.
A full list of the comments made is in Appendix 1,- the following table gives an analysis of the types of comments:

Issues	No. of Comments
Red Tape/Government legislation/European legislation	46
Agriculture	38
Business management issues (eg turnover, profitability, demand etc)	24
Premises	20
Grants/Subsidies	18
Planning	18
Tourism	18
Parking	17
Retirement/Age/Succession/Health	16
General Economy	16
Staffing/Skills	16
Competition	14
Transport	12
Weather	9
Local authority (County, District or Peak Park issues)	8
Housing costs	8
Town appearance/Retail problems	7
Fuel/Energy costs	7
ICT (including Broadband	7
Business rates	6
Rent	4
Council Tax	2
Environmental	2
Interest Rates	2
Exchange Rates	1
Terrorism	1
Crime/Policing/Security	1
Insurance/Claims Culture	1

IV Conclusions

1 The scale and nature of businesses in the area

The number of businesses identified in the Peak District National Park area was 2605. Of these there were figures for numbers of employed for 2516 businesses representing 13316 employees (assuming that all businesses actually had at least one employee). If the businesses for which we do have employment figures are representative of the total in the area, there are over 13,700 employees in total. The mean average number of employees per business is 5.29 on the database. The Peak District National Park area has a greater percentage of businesses employing less than 5 employees.

148 businesses in the Peak District National Park area supplied turnover information. The implication is that these businesses tend to have a lower turnover than regionally or nationally although it is also true that a higher proportion of the respondents have a turnover over £500,000.

Whether classified for size by turnover or by employee numbers businesses in the Peak District National Park area tend to be smaller than regionally or nationally.

The sector in which businesses in the area are most likely to operate is reflected by the fact that it is a National Park and a rural area. There are a high proportion of tourism and/or agricultural related businesses and the property and business services sector is under represented locally due to the lack of large towns.

2 The scale and nature of the employment they provide

Unsurprisingly more than 50% of the workforce of the companies responding were male full time employees, with just over 20% of the fulltime employees being female. Conversely more than twice as many of the part time or seasonal staff were female than were male.

Of the full time staff employed under a fifth of the men were described as in a management or administration role in contrast with more than one quarter of the women. A high proportion of both the part time and seasonal work available is in sales (particularly for females).

3 Recent trends

The profile of the business sectors in the area seems to be changing, there are less mining or quarrying companies than in the 1997 survey and more manufacturing and service companies.

There are less branches and more independent companies now, which may be a reflection of the increase in new businesses. There are also less reported increases in turnover, which could also be an effect of the increase in new businesses. The high proportion of independent businesses may also contribute to the fact that retirement/age of owner/succession are seen as an issue for businesses.

The increasing use of information technology (or e-adoption) is marked, with a significantly higher proportion using email and having a website locally than shown in the Business Link 2003 e-Adoption report. This may be because of the importance of ICT in rural/remote areas, and may also be due to extra broadband coverage. Although the survey reports a low level of access to broadband the BT website states that it should be available to 94.6% of Derbyshire. There were a number of comments in the responses about lack of broadband access and the geographical location of the respondents may mean that they are more likely to be unable to access it.

With regard to premises, there is a definite trend towards owner occupation, which may be the reason why less problems with premises overall are reported than in 1997. There is an increased need for repairs although a similar proportion of respondents are having problems with space and parking. However disabled access is much less of an issue, probably because it is now a statutory requirement rather than a proposal in 1997. Although fewer businesses expect to need larger premises more of those that do would prefer an industrial estate unit as opposed to the expansion of existing premises preferred in 1997.

Local supply and marketing has increased in importance, which may be an effect of initiatives such as 'Source Derbyshire'. The implication is that lorry movement and the size used has generally remained the same although there is more use of articulated lorries. More companies are using other operators rather than having their own vehicles and rail use is even less popular.

There are reported to be less part time and seasonal jobs locally than in 1997 while the proportion of managerial/administrative and sales jobs have increased. Although the value of wages locally seems to have increased businesses are increasingly finding wage rates a barrier to successful recruitment. However the most frequently expressed constraint on recruitment was the shortage of suitable skills.

4 Barriers to business

One of the paramount concerns of businesses responding to the survey was the burden imposed on businesses by 'red tape', and government and European legislation. This is a common issue for businesses countrywide and the British Chambers of Commerce, in partnership with London and Manchester Business Schools, has produced a "burdens barometer" for the past three years that has seen regulatory costs rise from £10bn to £15bn to £20.6bn to £30bn in 2004 since 1997. These figures are calculated by the business schools using the Government's own Regulatory Impact Assessment (RIA) figures. It is also a problem which is always mentioned by respondents to local Chambers Quarterly Economic Survey.

Apart from internal issues in running a businesses competition and transport are the next most important issues for businesses. There were a number of comments about the appearance of towns and facilities for visitors, including parking provision. Connected to this is the concern about out of town developments of supermarkets etc and the competition this imposes on local or town centre retailers. Traffic and roads pose the most transport problems, unsurprisingly as there is little rail access.

Problems with planning restrictions or general problems in dealing with local authorities and the Peak District National Park Authority are also expressed; these are contributed to by problems with expansion of premises.

Succession and retirement issues are also of concern and shortages of staffing and skills seem to be enhanced by problems with the costs of housing locally.

Availability of funding and subsidies is always an issue raised in business surveys and usually crime and security, but in this survey only one comment was received.

Climate change seems to be an increasing issue, particularly for those involved in agriculture and tourism. Nearly half of the 53 farms who responded to the survey had diversified in some way and 38 of them had a negative comment about the future of their business.

5 Wage rates in the area

Wage rates in the area seem to be below the national average (90% earn less than £30,000 locally with the 90 percentile being £42,970 nationally), although not so far below as in 1997 when 90% of the local workforce earned less than £25,000. The introduction of the national minimum wage in April 1999 may have had a positive effect on wages locally due to the preponderance of tourism related jobs which were anecdotally most benefited.

6 Outlook and likely needs of businesses over the next ten years

From the comments made by respondents about the next ten years the main issue would be relief from burdens imposed by so called ‘red tape’. However business support and help with succession planning would also have an important effect.

With regard to staffing, addressing the issue of skills shortages would have a tangible impact; this problem seems to be compounded by local housing costs and low wage rates.

The appearance and upkeep of towns is also of concern to businesses and the provision of facilities for visitors (especially parking) is an aspect of this. The promotion of the area as a tourist destination was seen to be uneven. Some businesses expressed concern at out of town retail developments and the effect of them on the town centres.

Planning constraints are also a problem both for businesses wanting to expand their current premises and for those looking for new premises. There is an increase in the proportion of businesses looking for purpose built industrial estate units.

In general, businesses in the area have less increase in turnover than those outside the area. Agricultural businesses are particularly pessimistic about the future with dairy prices being a major problem for them.

V Appendices

Appendix 1 – Comments made

Red Tape / Government Legislation / European Legislation

- Political and EEC decisions which affect the agricultural scene generally
- If core farm business can stay viable in view of government policy
- Increased legislation, the government's wish to burden British farmers with excessive regulations which do not apply to other countries, and their desire to rid smaller farmers to be replaced by a few large estates
- Bureaucracy
- Legislation
- Taxation
- Rules and regulations
- Declining membership as is affecting many golf courses with rising costs of administration and bureaucratic regulations affecting health and safety, insurance premiums etc
- Government policy on NHS dentistry - main impact
- Changes in employment law
- Too much regulation
- Government interference when they ban hunting
- Government policies to open schools 8.00-6.00pm
- Legislation in a few years stopping us wholesaling to shops and other businesses
- Red tape where one person cannot cope with the paper load
- New exacting - legislation in licensing
- Catering and employment laws
- The Government has not guaranteed the future of rural post offices sufficiently. There is insecurity and lack of government backing to any future livelihood and at the moment I am stagnating
- Higher overheads - government legislation
- Possible legislation regarding health / safety of school visits
- Health and Safety - if the rules start to apply to domestic work then some jobs will not be economically viable
- There is too much paperwork which will increase I am sure
- Expect legislation and government quangos to take more and more time out of management time form filling to be more demanding than making a profit which is the actual reason why we exist
- Disproportionate pressure on LGV movements applied through regulatory process
- Government policy on residential education in schools and with disaffected youth
- Organisational policies
- Regulatory values
- Legislations
- National priorities
- But would the health and safety executive deem that the old forge was a 'safe' environment in which to train an apprentice
- Changes to the NHS by the government next year (2005)
- Bureaucracy
- European law

- Health and safety law
- Possible lack of expansion facilities ie. Employment/legislation etc.
- Uncertainty of licensing fees and new legislation
- Increased regulations and 'red tape'
- Mid term review of CAP etc
- Government policies
- CAP reform will affect the type of rural business development work available
- New countries joining EU leading to dissipation of UK EU funding of business projects
- Tighter laws by government regulation regarding employees eg maternity pay and leave. Contract work which may only be fore one customer over a year considered then as being an employee of the said customer - consequences
- Health and safety legislation
- European Law
- Health and Safety Law
- Minimum wage increases

Business management issues (eg turnover, profitability, demand etc)

- External orders
- Profitability
- Principal's decision on future of our agency agreement
- If too many farmers turn their hand to ice cream manufacturing this will have an impact
- None - unless my work ie. Local landscape photography and reportage photography for Chatsworth and related, ceases to be required
- Proximity of clients - I have a major client on the same site currently if they weren't there, I might move as well
- Customer changes
- Possible diocesan review decisions about desirability / effectiveness of maintaining a hostel
- This is a one person property management business - likely to remain constant, no employees
- Weddings - the change in law when it comes about will affect civil ceremonies
- Limit on expansion to stay profitable
- Understanding businesses
- Business growth
- Keeping local trade local
- Hope to extend to country wine making and internet sales next year
- Changing needs of service users
- Introduction of therapists being able to carry out some forms of dental treatment therefore easing the dentists work load
- Financial pressure - family, friends to take over childcare
- Management committee - lack of interest in joining
- Ability to promote the business and secure long term high value customers
- Marketing done through national magazine and courses sponsored by international company therefore links with them essential for future stability
- Nothing likely to affect us
- Escalating running costs
- We wish to see our retail sales from our factory shop increase. This is our most profitable areas as manufacturing and selling to the trade becomes less so

Agriculture

- Political and EEC decisions which affect the agricultural scene generally
- If core farm business can stay viable in view of government policy
- Single payment scheme/SDA issue
- Single farm payment scheme
- Because most of my work is done on farms, as long as the grants to farmers continue I should be alright for work
- Single farm payment
- The single farm payment coming into force has finished the livelihood of dairy farmers in the severely disadvantaged areas of the Peak District
- A new single farm payment will have detrimental effect of our business
- If more product is imported, there will be less demand for both beef and milk. More should be done to promote good British products which are produced to the highest standards possible, unlike cheap imports. This is why they are cheap, because they are kept cheaply, reared cheaply, full of disease as they are not vaccinated against anything. It is time people thought about what they are eating
- Reducing stock numbers for public access etc
- The government don't want farmers
- Too much official interference in the way farming is run
- We need to get rid of this burden along with all badgers, sea gulls, foxes, crows, magpies, hawks, buzzards, eagles in fact all vermin and predators to allow small birds especially ground birds and hares to survive and multiply
- Animal health matters TB, BSE and foot and mouth have been the greatest importance in recent years
- Livestock auctions reflect the general state of the agricultural economy
- Lack of government interest and knowledge of any rural issues
- Farm will have to be on a more ranch farmed systems and I will have to find work elsewhere or move into a town where property is more affordable than the villages
- Financial limitations due to the nature of farming and the state the industry is in at the moment
- The labour government is trying to eliminate the farmers with low prices and rules and regulations, they do not know the impact of what they are doing with the hunting ban and right to roam. We are just being ruled by a bunch of idiots who know nothing about the countryside. There will be no farmers left in the hills and it will be left to it's own devices
- Poor prices for produce
- Agricultural prices
- Depends on tourism industry and agriculture, i.e. foot and mouth
- Increased legislation, the government's wish to burden British farmers with excessive regulations which do not apply to other countries, and their desire to rid smaller farmers to be replaced by a few large estates
- Single farm payment and implications
- The price of milk
- The price of cattle. We sell our cattle at approximately 18 months old, they are then bought by people who will fatten them
- Prices of stock in general
- Organic milk price
- If PD dairy wagon gets going we may start on farm processing
- Cease livestock production and milk and move into tourism
- Cease livestock production and milk and move into tourism

- Our ability to obtain a grant from DEFRA that will allow us to develop some old agricultural outbuildings into 2 holiday cottages
- This farm will be split up and made into holiday lots. There are three empty farms next to us
- Farming on 21 hectares is not viable unless we are able to extend secretarial side of business
- Peak Park must relax planning for diversification for farmers
- CROW Act
- Right to roam
- Also the rights to roam will have a big problem I am sure

Grants/Subsidies

- Single payment scheme/SDA issue
- Single farm payment scheme
- Because most of my work is done on farms, as long as the grants to farmers continue I should be alright for work
- Single farm payment
- The single farm payment coming into force has finished the livelihood of dairy farmers in the severely disadvantaged areas of the Peak District
- A new single farm payment will have detrimental effect of our business
- Our ability to obtain a grant from DEFRA that will allow us to develop some old agricultural outbuildings into 2 holiday cottages
- Single farm payment and implications
- Grants
- Subsidies decreasing
- European funds
- It appears that if you are a farmer you get all the grants and there is never any capital left to help SMEs
- If you wish to develop and build there are better opportunities to move elsewhere and obtain grant help. Sheffield is a typical example. Funded areas need relooking at
- Grant funding for new projects
- Single farm payments beacsue I feel this will be less than beef slaughter and sheep sub we receive as we are already in stewardship (ESA and SSSI)
- Lack of grant funds ie all EU money going elsewhere than this area or even UK
- We would like to explore the possibility of converting the front of our house into a tearoom and would welcome advice on this. Any grants available? Any advice would be useful.
- Reduction in income due to withdrawal of headage payments for livestock plus climate change

Planning

- Maintenance and improvement of visitor facilities by Local Authorities
- Problems with planning office and building control at council
- Peak Park must relax planning for diversification for farmers
- We would like to explore the possibility of converting the front of our house into a tearoom and would welcome advice on this. Any grants available? Any advice would be useful.
- Planning
- Possible restrictive nature of planning authority towards development

- Planning restrictions which mean any attempts to improve income levels are thwarted. More encouragement to help people keep living and working in the park itself. Having lovely countryside around us does not pay the bills, these are very real issues for this generation and the following generation
- Facility to obtain planning permission for 'internal development' of the site and necessary improvements to rail facility
- Planning law especially in the Peak District National Park
- Ability to expand - planning permission
- Proposed housing development on adjacent site
- The fact that planning permission for the signs has been refused will affect our business because we do rely on passing trade for our livelihood. We own the only pub in Taddington and are really trying to make a go of it. I would be most grateful if you could provide me with some feedback regarding this matter
- Planning - The Peak Park planning policy does not reflect the needs of its sustainable tourism policy. We could double turnover and employment (fulltime) in twelve months if it were reformed.
- Planning restrictions with regard farm workers dwelling and farm buildings
- Planning laws
- Planning law in the Peak District National Park area
- Possibly enlargement of Enthoven's works just below and down the road. Why this monstrous plant was given permission to increase in size is beyond me
- Whether we get planning permission to expand the business

Parking

- Parking - Bakewell bypass
- Encouragement for visitors to use public transport to alleviate traffic and parking problems. We do not however need more parking - when the place is full it's full
- Car parking is another key requirement to keeping the flow of customers to town, i.e. provision of and cost of
- I have a small antiques business in Baslow, Nr Bakewell which has a small turnover. I also have space in Matlock Antique Centre. My business would be affected if Matlock Antique Centre ceased to operate or if business at that location reduced. I understand Sainsbury's are taking over a large area in the free parking space in Matlock.
- More free parking is required in Baslow, Bakewell and Matlock. I only mention Bakewell, because whilst it does not affect my business it is always hard to park to visit shops, banks etc
- Parking restrictions in village
- If restrictions are enforced regarding parking for tourists this will reduce our business
- Lack of car parking spaces
- Parking is a problem at Castleton
- Parking restrictions
- Too much red tape
- Derbyshire Dales car park attendants put £35 fines on cars of my hotel guests who can't get in my little car park. I regularly have very irate guests who vow never to come back ….. This happens to them during breakfast time before they check out to go home

- Accessibility and parking restrictions
- Not enough car and coach parking facilities for tourists
- Car parking restrictions
- Lack of parking for visitors to the centre of Bamford village and extremely limited on main road for people to visit my open studio
- Negative factors - car parking limitation, increasing parking charges, insufficient areas for parking

Retirement / Age / Succession / Health

- Old age
- Family reasons
- Health
- Total demotivation
- Not getting any younger
- My growing older
- Retiring in 3 years
- I shall be retiring
- Probably retiring
- Pensions - erosion and loss especially private and company rip-offs
- What will happen to the forge and by implication the blacksmith's craft in 10 years when I retire
- Old age
- Age of farmer
- Health of farmer
- As I get older may be unable to continue burning candle at both ends ie running 2 businesses!
- Planned closure November 2005

General economy

- World prices
- Economy generally can affect private dentistry market
- General economic climate
- General economic conditions in UK especially air travel
- Economy
- Knowledge economy
- GAP Reform and cross compliance conditions
- Trends and developments
- Living costs
- National / Global economic factors
- Social trends
- Uncertainty of trade in rural areas
- Economy generally
- Gordon Brown's black hole in his accounts
- Ageing population
- Strength/weakness of local economy - sales not keeping pace with increased overheads

Staffing / skills

- Cannot expand production due to lack of working area and difficulty in obtaining tradesmen

- Staff changes
- Ability to attract catering professionals
- Short of employees. We cannot progress without a workforce
- The Hope Valley and the Peak District has a labour shortage
- Staffing problems
- Increased difficulty in recruiting domestic staff
- Employment policies
- How can I afford to train an apprentice over five years and still ensure that my business remains viable
- These issues will have to be addressed if we are to tackle the current skill shortage and ensure that we have a living craft industry
- No local staff to employ
- Staff shortages
- Ability to recruit staff
- Availability of IT staff
- Availability of relief staff
- Ageing workforce, but increasing business

Premises

- Due to building deterioration and rental costs I would hope to have moved to a better workshop - ideally to own my own workshop
- Space, as the office and equipment are currently located at the directors home it is unlikely that it would be possible to extend
- There are not many suitable office and equipment stores available to let nearby
- Whether or not the landlord will extend my lease, otherwise I will stay here at these premises a long time
- We want to move to somewhere we can buy because we have to alter too much inside a building (safes/security/special hardened glass etc). The sites on industrial zones are usually to let and not for sale. Our field next door would be ideal. Ok for all the farmers and motor mechanics but apparently not ok for me who wants to put up a properly made limestone workshop earth sheltering all cars etc
- Non renewal of lease by Peak Park, our lease is with Tarmac and linked to their quarrying activities and expires in a few years. However, we are hopeful this will be extended. If not we will apply for continuation of business as a separate entity
- And/or owner wanting to move business off site or home
- Cannot expand production due to lack of working area and difficulty in obtaining tradesmen
- Whether we get planning permission to expand the business
- Ability to expand
- As you will have gathered the business is molecular rather than micro - branching into other markets (see website) should mean a move from home-based to a factory environment
- Costs of conversion would be high
- Cocoadance is getting more known for a quality product. I also intend to do more demos. Cocoadance shall eventually move to larger premises. These premises shall include visitors centre, gift shop, training facilities, chocolatier as well as living accommodation
- Cocoadance shall eventually open shop in major town/city

- We are getting to the stage when we will soon need to extend premises due to demand at busy periods
- More growth - more employment created, may outgrow size of buildings
- The fact that there are very few places like hall to hold economically priced courses to clients which may make us more out of the area
- Possible lack of expansion facilities ie. Buildings
- Possible lack of expansion facilities ie. Available electrical power (site)
- Possible expansion

Tourism

- Depends on tourism industry and agriculture, i.e. foot and mouth
- There should be more encouragement to increase the tourist in the main season by improving the transport system and adding alternative attractions (indoors) for families when the weather turns bad
- Tourism
- If we decide to go through the VAT limit and start trading as a VAT registered business then we would hope to increase our turnover by at least £15,000 per annum but we cannot do this until our children leave home and we have more rooms to let
- There is always talk of trying to reduce the number of cars brought into the peak National Park which would discourage the day to day visitor who does boost the economy. Both factors would have serious effect on the tourist industry
- Tourism - strength of pound and climate will affect holiday patterns or particularly staying visitor market
- Increase in tourism
- Development of tourism
- Lack of tourists or increase in tourists
- Tourism trends
- State of countryside - if derelict because of MTR - visitors won't come
- Success of Visit Peak District Initiative
- Improvement of Peak District National Park signs
- Mill Wheels etc at gateways into park
- Derbyshire continuing to have an attractive reputation within the tourism industry
- Promotion of the area nationally / internationally
- Positive factors - marketing activities as done by Visit Peak District, Destination Management Initiatives, knock on effects of new Castleton Centre - area continues to need more visitors which need to be continually encouraged
- Increasing tourism and affluence of older generations
- Certainly weather affects trade and the lack of promotion of the village of Hope

Competition

- Teaching becoming an economic proposition - this might be difficult because there are so many subsidised courses available. I often wonder whether the public money spent on education is wisely spent. At what point does 'education' stop being a public service free or virtually free at the point of delivery and become a 'product' to be bought and sold on the open market?

At present I think that the balance is far too far towards it being a public service

- Competition from other location
- Competition from other areas
- Taking under school age children
- Supplies and suppliers getting bigger making it harder to source some materials in small quantities
- Increased competition from the new Castleton Information Centre
- The number of people acquiring cottages (14 up my road alone) who do not live in the area and do not maintain them when they let them as holiday lets, we compy with tourist board standards, fire and public liability insurance regulations and a lot of these do not have basic fire alarms or even hand rails on stairs in some
- Growth in schools requiring our product - demand for more accommodation and activities
- Increased competition from low priced drink in supermarkets
- Greater competition from 'sheds'
- Cheap food imports
- Competitiveness of UK steel on world market
- Rate of industrial growth in Far East
- Growth in imported goods severely affects us and is continuing to increase

Weather

- Certainly weather affects trade and the lack of promotion of the village of Hope
- Reduction in income due to withdrawal of headage payments for livestock plus climate change
- Global warming, making our wet farm even wetter
- Weather
- Due to global warming we can now have wetter summers - thus reducing the tourist season - especially for camping and walking on which our businesses depend
- Global warming (more rain) which is better for us regarding more work.
- Climate change
- Weather
- Weather

Local Authority / Peak Park policies

- The development of Bakewell and the surrounding area as a business/light industrial area
- Education authority policies on school trips
- Support for 'local' businesses
- Restrictions on access etc always a problem in a national park and conservation area
- One problem we have encountered (last November/December and again now) is that when there are minor road works the County Council (I think) advise the local radio stations who make frightening announcements about the traffic delays expected. Not a great encouragement to visitors. Currently Bath Street having work done which only affects locals going to bank or school there, but to hear Peak 107 radio you would think a major road was closed! Someone should look at a map before authorising these announcements. Last November / December we estimate we lost 20% of sales as many people

were put off thinking the roads were closed when it was only Market Street. The bridge wasn't worked on till February!
- Removal of Castleton Road from DCC's gritting/snow clearance schedule would be very serious as it would prevent visits to/from clients at times and prevent postal deliveries
- Maintenance and improvement of visitor facilities by Local Authorities
- Problems with planning office and building control at council

Housing Costs

- My full time worker can not find a house near to my farm that he can afford. I have applied for planning permission to build him a house but have been turned down. If I cannot find him a house in the next year I will lose him. He is a very good stockman and I will not be able to replace him. If so I will reduce my stock by 50%
- Housing costs prevent lower paid workers residing locally
- Housing for local workforce
- House prices - when recruiting staff
- As a business based at a home address the cost of domestic housing locally is a problem - should we need a larger house we will be forced to move away - obviously taking the business with us but this would ultimately result in a loss of client base from this area
- Inability to pay staff enough to buy a house here therefore house prices
- We work from home in rented house. If property prices come down we would like to buy a bigger house with small amount of land and outbuildings (need only be size of double garage) to be self-contained. Would need sympathetic planning advice to allow us to work from home. Please note that we do not use chainsaws at our premises it is purely for storage and admin
- High property prices will put more pressure on wages

Town appearance / retail problems

- The cosmetic look of the town (Bakewell). Lamps, road and pavement coverings are low standard and not attractive when compared to other prettier market towns, e.g. cobbled back streets and Victorian style lighting, rubbish bins etc etc
- Café facilities in Tideswell are limited and does not cater for the large number of visitors who come here
- Continuing promotion of Bakewell as a pleasant market town to visit, surrounded by wonderful countryside
- Other facilities - pubs / shops
- Most retail shops are in decline
- Most premises are being turned into offices
- The general public want to shop and not visit offices

Transport

- Improved facility/lack of obstruction to private/individual transport - the majority of our customers are combining business or leisure with shopping/purchase during a visit to several parts of the Peak District. This is almost impossible using public transport.
- Transport costs
- Transport problems because of rural area

- There should be more encouragement to increase the tourist in the main season by improving the transport system and adding alternative attractions (indoors) for families when the weather turns bad
- Parking - Bakewell bypass
- Removal of Castleton Road from DCC's gritting/snow clearance schedule would be very serious as it would prevent visits to/from clients at times and prevent postal deliveries
- We travel to our customers, so a major concern is congestion on our roads and in our village
- Road tolls which have been suggested
- Road closure or redirection
- This does not really relate to anyone else or maybe it does - but the bypass that was rumoured to be happening would make Buxton Road in Bakewell a much safer place for my customers to walk along
- Threat of road tolls / entry fees to National Park
- We travel to our customers, so a major concern is congestion on our roads and in our village
- An increase in road traffic may deter passing motorists from calling at my workshop if the road is busy
- Traffic on A515
- Traffic congestion restricts numbers who can get to show
- Ease of access to train services to London and Manchester (for passenger use)
- If the Monsal Trail is re-opened as a railway line
- Possible development of railway through Bakewell and who knows that may happen in the next few years anyway
- Encouragement for visitors to use public transport to alleviate traffic and parking problems. We do not however need more parking - when the place is full it's full
- Public transport links - lack of (eg bus from Bakewell to Chesterfield takes 1 hour, car 20 mins door to door)

Business Rates

- Rent and rate costs
- Rates
- Increase in business rates
- Rates
- Rates revaluations which will inevitably lead to increase

Fuel/Energy Costs

- War, ie diesel prices, taxes, etc
- Fuel prices
- Transport costs will increase drastically to make the area of service provided by us uneconomical, therefore will reduce skills shortage ie. Older staff are more capable and younger employees are not as able
- Cost of fuel affects visitors to the Peak Park
- Price of fuel - keeps putting everything up
- Rises in fuel costs could cut down the number of visitors both from abroad and from within the UK
- Price of energy ie will price of energy make large investment in own recycled energy projects nationwide?

ICT issues, including broadband

- No broadband in Edale
- Lack of broadband is a major problem to us since we do all our work via the internet and email
- Damn computers
- Internet - bookings for visitor accommodation will increase through this method
- Access to broadband
- Availability of affordable high band-width broadband (c2Mbps symmetrical)
- Broadband availability

Rent

- Rent and rates - rent is currently good, rates very expensive
- Cost of office rental (there's an upper limit after which working from home makes more sense)
- Due to building deterioration and rental costs I would hope to have moved to a better workshop - ideally to own my own workshop
- Rent and rate costs

Council Tax

- Council tax on the holiday cottage
- Council tax

Environmental

- The main contractor will continue to extract mineral ore from the quarries currently being operated at Longstone Edge
- Environmental restrictions

Interest Rates

- Interest rates, if they go too high people will not spend on their home
- Interest rates

Exchange Rates

- Exchange rate - strength of sterling

Terrorism

- Hopefully we may see foreign tourists who have not been here since September 11th 2002 nor since foot and mouth outbreak

Insurance/Claims Culture

- Litigation costs similar to USA 'sue' culture making it too worrying to actually do anything due to fear of prosecution for doing something wrong

Crime / Policing / Security

- Drink driving

Other comments

- We are an environmentally based business providing much needed local jobs in the service sector
- Large housing estate being built on doorstep
- Not sure
- Too early to say
- Whether Winster gets too posh and smug for me to want to go on living here after the kids have left school
- Catering

Appendix 2

B3 Places Mentioned as Previous Locations

Anchor Square, Bakewell
Bakewell
Bakewell
Bakewell
Bakewell
Bakewell
Bakewell/Matlock
Belper, Matlock -other branches
Bradwell
Bradwell
Breaston, Derby
Brough
Burton on Trent
Buxton
Buxworth
Castleton
Chesterfield
Chesterfield
Congleton
Derby
Eastwood, Notts
Elkstone
Glossop
GT Hucklow
Hartington
Hylehead, Sheffield
Ipstokes
Leyland
Macclesfield
Marple
Matlock, Smedley Street
Nottinghamshire
Radbach, Nr Buxton
Retford
Rotherham
Rotherham
Sevenoaks
Sheffield
Sheffield
Sheffield
Sheffield
Sheffield
Sheffield
Sheffield
Southport
Whaley Bridge
Wirksworth
Youlgrave

Appendix 3

B8 Problems with existing premises

Access and space
Access - driveway is steep (through a field). Communications - interference on phone lines due to electrical fencing - BT cannot solve
Actively looking for new premises
An outside toilet is needed for use by visitors. In fact, this end of the village of Eyam desperately needs some public toilets
Attracting customers down Granby Arcade - people reluctant to venture down an 'alley' or walk past other entrance
Balancing the needs of a historic building with viable commercial use
Building in poor repair
Can't make it pay
Conversion of cowsheds to usable workshops and money to convert
Cost of maintenance
Cost of rates
Costly maintenance of old property
Disabled access
Disabled access to part of building, storage space and activity space
Dry rot, wet rot, poor plumbing, poor electrics
Energy heat efficiency
Expansion difficult due to village location, plus access difficulties. Plus planning restrictions greatly reduce options for further income most frustrating
Expensive
High council tax and thieving
I don't own it so I want to buy somewhere
Lack of broadband
Lack of parking in Baslow. Lack of other retail shops. High business rates
Leaking roof
Leaking Roofs
Location, lack of visitors
Need more buildings and land
Need to expand, need unit, shop and educational facilities
No broadband connection
No parking in front of shop
Not a big enough kitchen
Not big enough
Not big enough for growth of business
Not big enough on week-ends - Peak Park turned down a conservatory extension
Not enough storage, also want to upgrade premises
Not sufficient
Occasionally too small
Old and need updating
Old buildings need to be replaced or repaired
Old- permanent repairs
One stubborn neighbour over noise and a very unhelpful environmental officer DDDC
Parking
Planning control are being troublesome with respect to internal fit out and issuance of completion certificate
Planning permission for change of use

Planning restrictions prevent accommodation of staff on site & have delayed the business adapting to new market conditions
Rates are too high
Rates too high
Refurbishment to commence October2004
Refused permission for new signs on roadside
Repairs needed
Rotten, damp wood at the base of the double patio doors in my studio
School
Sheffield City Council
Short of space, DDA compliance
Sometimes guests have difficulty parking outside house
Subsiding
The fabric of the building is roofs and walls are very old and need constant repair. Roof really wants replacing
The main building requires a full re-roof
They are a long way to travel and difficult to find staff
Too cramped and no broadband
Too small
Too small
Too small, too old
Under pinning work to be carried out
We are looking to revamp existing facilities within the hostel and to extend external 'Stable Block' for hostel and community use
We have to hire halls to do our teaching workshops and these are not really available in this area
Work needed to renovate and bring in line with disabled access laws
Yes, we are cramped now - but Peak Park does NOT help us find new premises - NOW serious problem

Appendix 4

B14 Preferred location for alternative premises

10 Radius of Buxton
Adjoining home or on own land
Anywhere outside of Derbyshire
Around Bakewell
Bakewell
Bakewell
Bakewell
Bakewell
Bakewell or Matlock area
Bakewell, Baslow, Tideswell area
Bakewell/surroundings
Buxton or surrounding area
Leek or surrounding area
Buxton/Derby/Chesterfield
Chelmorton
Do not want to leave Bakewell but may have to look at Sheffield/Chesterfield because of staffing problems
Field next door - Peak Park won't help!
For house Feltham originally and what we call it Martinslow FM
France
Hathersage - already identified premises in new development
Home office would be alternative, but am looking to move
I was thinking of trying to hire a schoolroom in Eyam in maybe 2006
In or around Hartington village
Larger, drier farm
Local
Locally
Lowland Area
Matlock/Bakewell or nearby village
Nr Denby
On a main street not down an arcade
Out of the village
Outside national park
Over Haddon
Peak District area
Rural location Derbyshire Dales or High Peak
Rural Nottinghamshire Rural South Yorkshire, Rural Staffordshire
Same area
Same site
Somewhere local to current office
Somewhere near a council road
Tideswell
Town centre
Wirksworth/Cromford/Matlock
Within 10 miles of Longstone
Within 3 miles of Winster
Within 5 mile radius
Within 6 mile radius
Within the Peak District

Appendix 5

D10 Types of vacancies hard to fill

Admin/coordinator
All
All -Transport makes it impossible to recruit part time staff
All vacancies requiring experience, particulary good secretarial and hotel consultants
All vacancies, because of Astra Zeneca
Any
Apprentice/junior position
Bar & Restaurant Staff
Bar staff, chef, professional cleaners
Bar work, Caterers
Butchers
Care assistants, domestic assistants, kitchen assistants
Carer support workers
Catering
Catering posts, admin, cleaning
Chefs
Cleaner
Cleaning
Cleaning / domestic
Cleaning / kitchen staff
Cleaning Jobs
Cleaning personnel
Clerical
Coach drivers
Customer Service
Delivery of milk (early mornings)
Domestic/catering
Don't recruit much
Drivers
Drivers, manufacturing staff
Engineering & Sales
Every vacancy.
Experienced farm works and shepherds
Experienced Qualified Nursery Nurses
Full & part time sales
Full time
Full time bar / Full time chef
Full time manual workers
General farm work
Guides at cavern, shop retail staff, but is very seasonal
Hard to find a quality shop assistant in 2001 - we had to take on someone from Chesterfield (originally from Sweden)
Hard to find technically qualified staff
Herdsman
Husband & wife partnership
Local people cant afford to do basic manual work and live in area
Milk delivery person
Most
Most categories from chef to waiter

No need to recruit
Operators
Parttime/Seasonal/Casual
PCV Drivers
People don't want to travel
Professional
Professional and admin
Receptionist
relief Milking
Right from the start I knew that it would be impossible to recruit and retain fee-earning staff
Sales
Sales Staff
Skilled
Skilled Craft
Skilled joiners & plumbers
Skilled labour
Skilled tradesmen
Stockmen
Technical
Van drivers, Laundry personnel
Waiting & Catering Accounts

Appendix 6

D11 Why vacancies are hard to fill:

16yr olds are advised to go to college or stay on at school
and wage rate and competition
Anticipate need for recruitment of it person
As above
Attitude of local workforce
Attitude to work
Competition
Competition form other firms
Distance to travel
Early morning
Full employment locally
Good people like to go to work in cities & towns
Hours 3-6PM
I am in the wrong country for me to take on fee-earning staff for the kind of legal work that I do, but if the teaching and writing tails off the issues of property etc becomes important
Ilam extremely well blessed with catering positions
Joiners
Lack of construction/background knowledge
Lack of knowledge of where to recruit appropriately
Location also a factor
Long hours
Nobody coming into butchering
Not competitive with heavily subsidised provision, I.e. Sure Start & schools
Not enough cleaners available
Not hard to find we have a waiting list
Not many people with horticultural qualifications
Not recruiting
People want cash in hand and not for us to declare earnings
Poor language skills
Price of property around, lack of people to employ
Remote area
Rural location
Skilled
Staff shortage
The unwillingness to work over 40 hours per week
Time (early mornings)
Transport
Transport, also antisocial hours involved in the catering industry
Travel difficulty, Housing
Travelling distance
Unsociable hours
Wage
Competition
Wage rate and lack of prospects for evening work/weekends. Also problems with seasonal jobs
We will train
Young people do not want to work unsociable hours