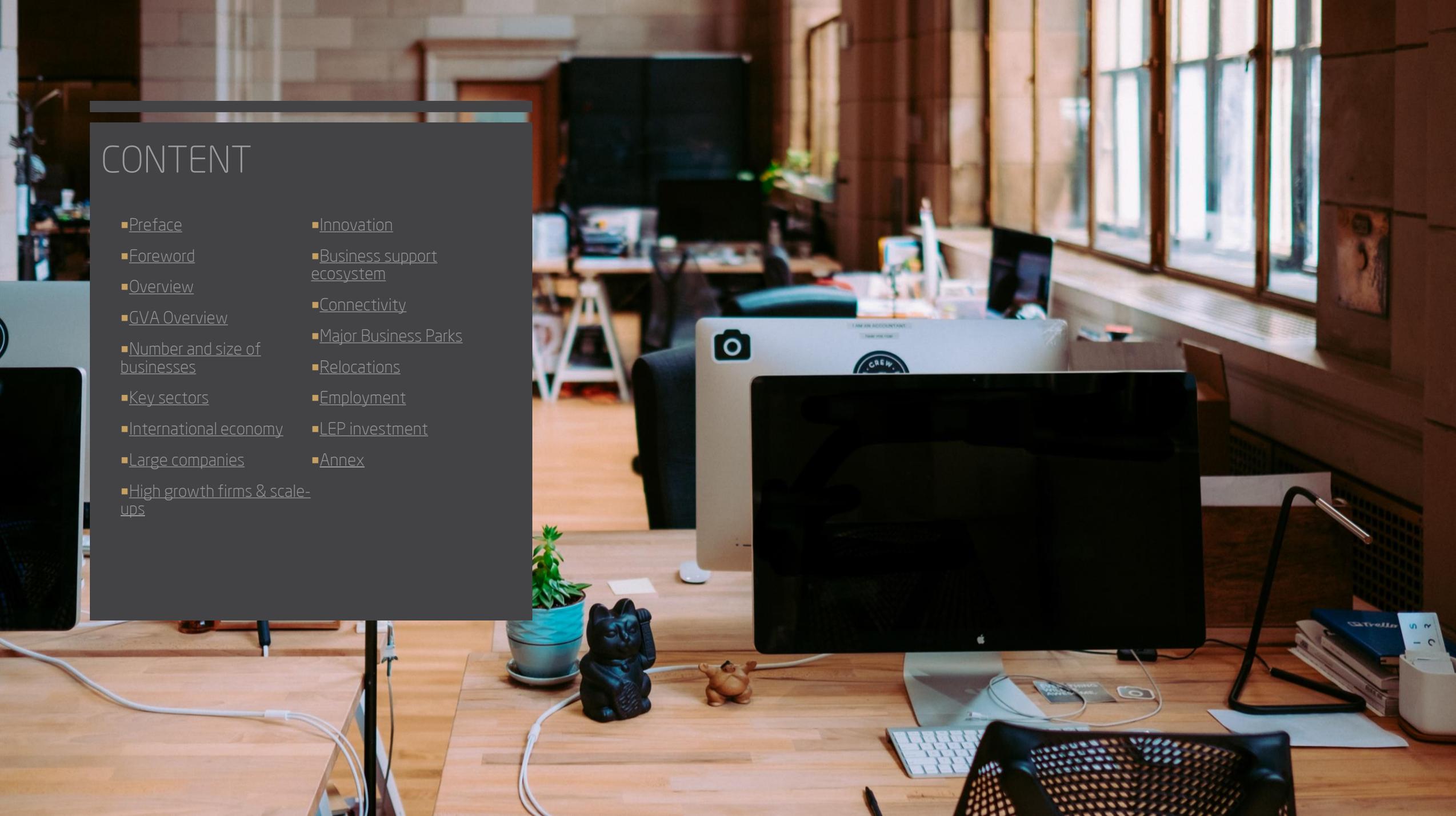


BUSINESS IN BERKSHIRE 2019

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PREFACE

Thames Valley Berkshire LEP has published an annual Business in Berkshire report for the last three years providing an evidence base for the sub-region's economy to inform all those involved in supporting local businesses. The latest report was due to be published at the LEP's AGM on 24th March 2020 demonstrating the continued vibrant health of the Thames Valley Berkshire economy and its ongoing capacity to attract strong levels of Foreign Direct Investment.

The Covid-19 pandemic and its effect on the health and economy of our area is unprecedented and will have significant consequences for the sub region for some time. In response, the LEP has established a Covid-19 Task & Finish Group of key stakeholders including the Berkshire Business Growth Hub, Thames Valley Chambers of Commerce, FSB, IoD, CBI and Local Authorities to work collaboratively to support businesses to survive at this time.

We have decided to go ahead with the publication of the Business in Berkshire report so that it can provide a baseline of the economy as at beginning of March 2020 and importantly inform a recovery strategy for the region as part of the Berkshire Local Industrial Strategy. The LEP's Research Team is monitoring the impact of the Coronavirus closely and will be producing updated reports which we will share with the business support community on an ongoing basis.

Peter Read

Chairman

Thames Valley Berkshire Local Enterprise Partnership



FOREWORD



As in previous years, our Business in Berkshire 2019 report provides a comprehensive evidence base for all those involved in supporting local businesses. Given the unprecedented times in which we find ourselves, I hope that this report helps to inform a wide range of local business support and economic development activities as we work together to help Berkshire-based businesses survive and recover post the Covid-19 pandemic.

Jacinta George

Business Environment Group Chair and Life Sciences & Healthcare Lead

Thames Valley Berkshire Local Enterprise Partnership

OVERVIEW

We know that Berkshire has a strong economy. On the national stage, the area performs extremely well on most measures of economic health (economic output, productivity, employment rates, competitiveness, etc).

In this report we dig beneath the headlines to help those involved in business support to understand:

- The structure and nature of the local economy
- Which firms are powering the local economy, or have the potential to do so
- How the local business ecosystem is developing

Key findings for 2019:

- **The number of registered businesses in Berkshire grew** by an average annual growth rate of 3.5% between 2010 and 2019.
- Whilst the proportion of business 'births' in Berkshire flat-lined between 2018-19, the proportion of business 'deaths' declined.
- Berkshire continues to attract significant Foreign Direct Investment (FDI).
- The number of Foreign-Owned Companies in Berkshire continued to climb, to c. 1,300 by early 2019;
 - Whilst constituting just 3% of all local businesses in 2019, they generated 30% of local employment and 53% of local turnover.
- The proportion of workers aged 50+ engaged by enterprises in Berkshire increased from 25% to 32% between 2009 and 2019. The proportion of non-UK nationals averaged 16% across 2019.
- Extensive urban regeneration and the much anticipated arrival of Crossrail – in addition to the recently opened Elizabeth Line - add to Berkshire's locational strengths
- Recent announcements of investment in Berkshire by leading firms (such as Sanofi and Virgin Media) suggest long-term optimism for the performance of Berkshire's businesses

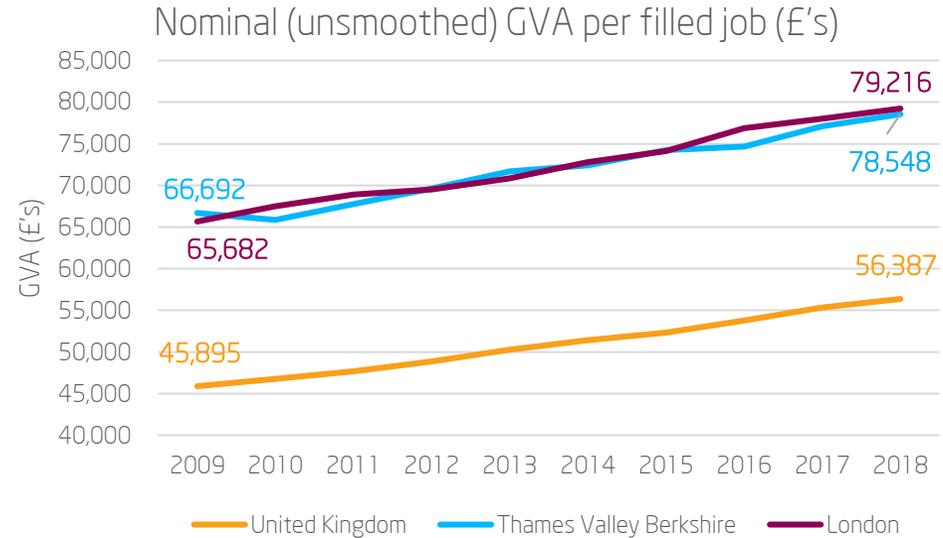
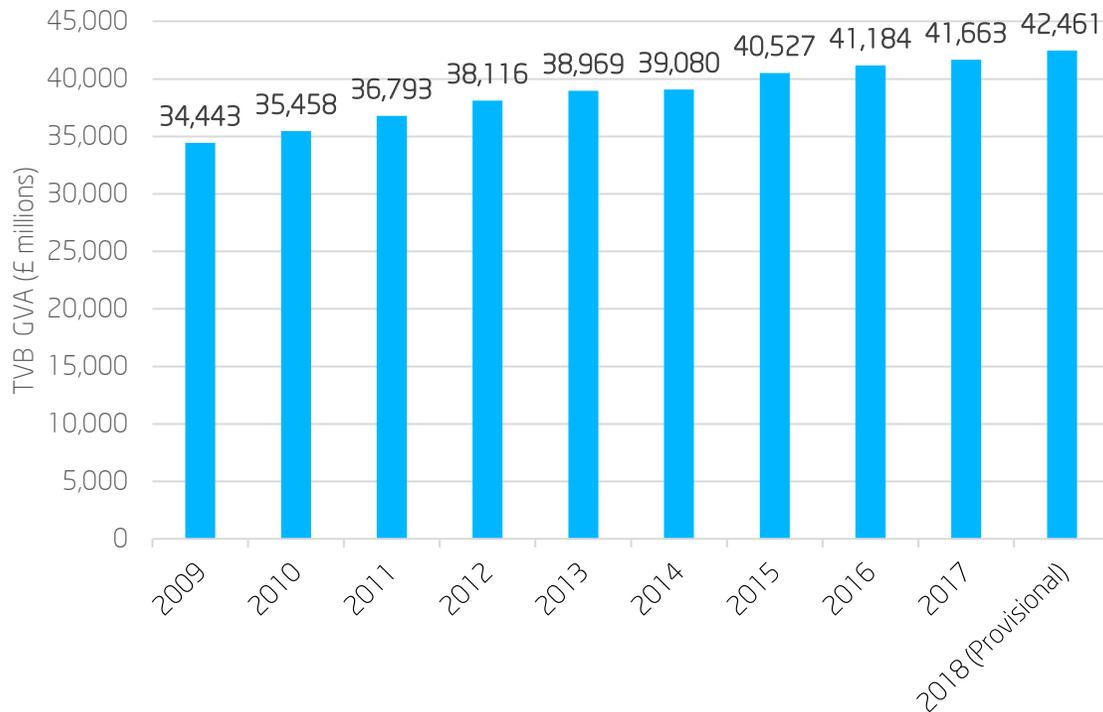
Note: the terms 'Thames Valley Berkshire' and 'Berkshire' are used interchangeably within the report and refer to the same geographic area.



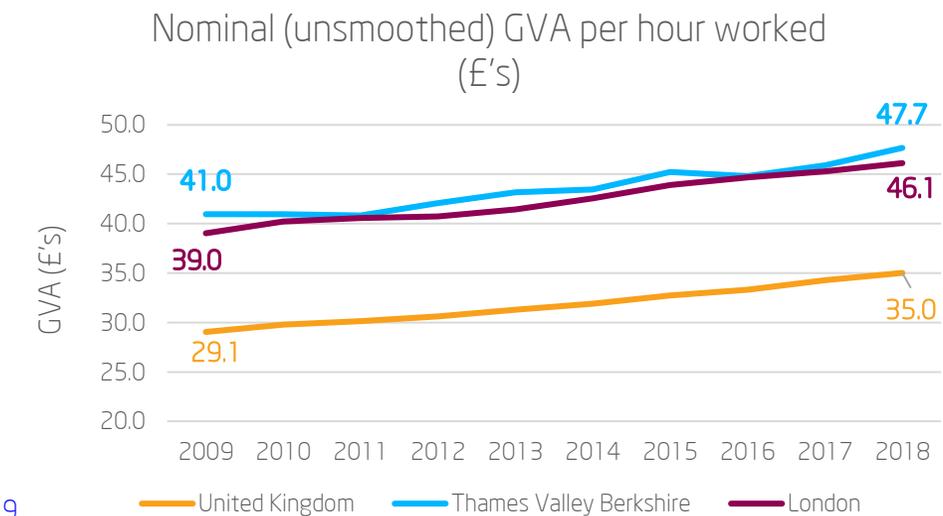
GVA OVERVIEW

THAMES VALLEY BERKSHIRE: TOTAL GVA, GVA PER JOB FILLED AND GVA PER HOUR

Berkshire's GVA growth
(chained value measures, 2016 prices)



Berkshire's GVA per filled job is approximately **£22,800 (40%)** above the UK figure and second only to London by LEP



Berkshire is ranked **1st** by the GVA per hour worked (£'s) 2018 Index for LEPs – above London

Source: [Regional gross value added \(balanced\) by industry: city and enterprise regions, ONS, Dec 2019](#)



NUMBER AND SIZE OF BUSINESSES

BERKSHIRE BUSINESSES BY SIZE

45,405 registered businesses

(registered for VAT or PAYE) Of which...

260 large
(more than 250 employees)

4,250 mid-sized
(10-249 employees)

4,055 small
(5-9 employees)

36,835 micro
(0-4 employees)

60,815 unregistered business*
(self-employed, operating below VAT/PAYE thresholds)

There are 106,220** businesses in Berkshire, of which 45,405 (43%) are registered for VAT and/or PAYE.

The number of registered businesses in Berkshire grew by an average annual growth rate of 3.5% between 2010 and 2019.

The vast majority (90%) of registered businesses in Berkshire are micro (0-4 employees) or small (5-9 employee enterprises).***

In contrast, less than 1% of businesses employ more than 250 people, however these large firms generate:

- 61% of local employment
- 68% of Berkshire's aggregate turnover

Since 2010 there's been an 18% increase in the number of large firms.

*estimated using Business Population Estimates data for the South East

**not all registered and unregistered businesses will be currently 'active'

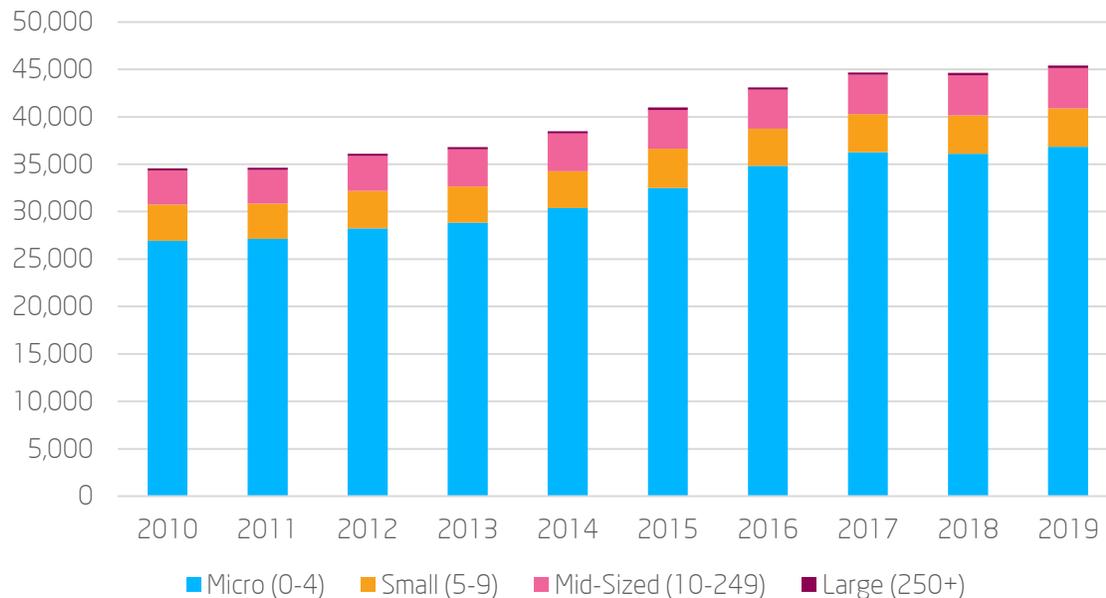
***definitions vary slightly from those conventionally used in order to illustrate the dominance of firms with 0-4 employees

Sources:

[UK Business Count, 2019, Office for National Statistics](#)
[Business Population Estimates, Department for Business, Energy and Industrial Strategy, 2019](#)

NUMBER OF REGISTERED

Number of registered businesses in Berkshire, by size and year



The total number of registered businesses in Berkshire increased steadily between 2011 and 2017 and plateaued between 2017 and 2018 before increasing again slightly in 2019.

Since 2010, in Berkshire, there has been:

- A 37%* increase in the number of **micro firms****
- A 18% increase in the number of **mid-size firms**
- An 18% increase in the number of **large firms**
- A 6% increase in the number of **small firms**.

*it is likely that some of this increase is a result of administrative and data collection changes made by HMRC (2013-2014) and ONS (2015)

**definitions vary slightly from those conventionally used in order to illustrate the dominance of firms with 0-4 employees

NUMBER OF REGISTERED BUSINESSES

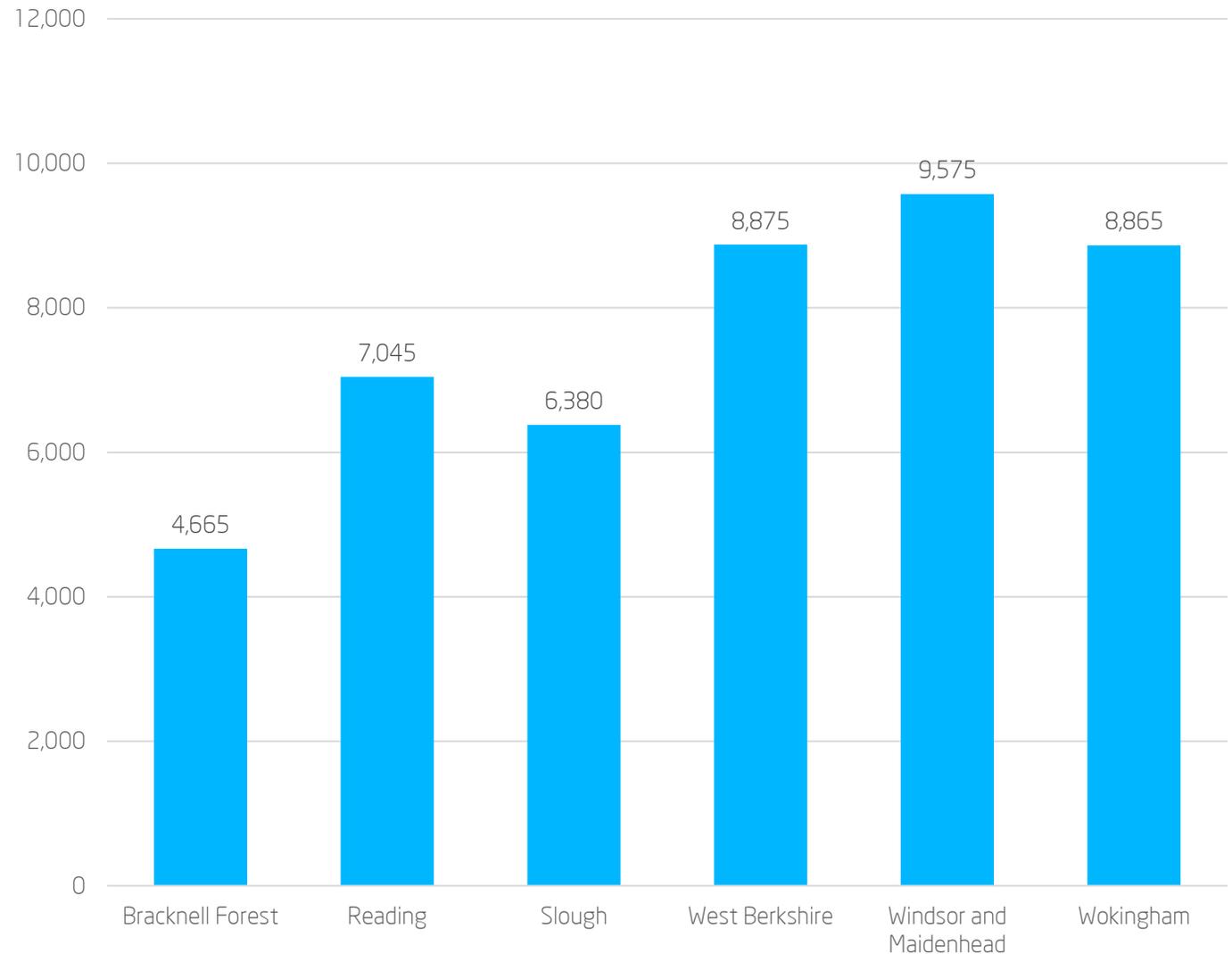
Within Berkshire, the Royal Borough of Windsor & Maidenhead unitary authority area has the largest number of registered businesses, followed by West Berkshire and Wokingham who have similar amounts.

West Berkshire is the only unitary authority whose number of registered businesses has gone down since 2018 (8,875 from 8,925).

Reading has slightly more registered businesses than Slough, but numbers are similar.

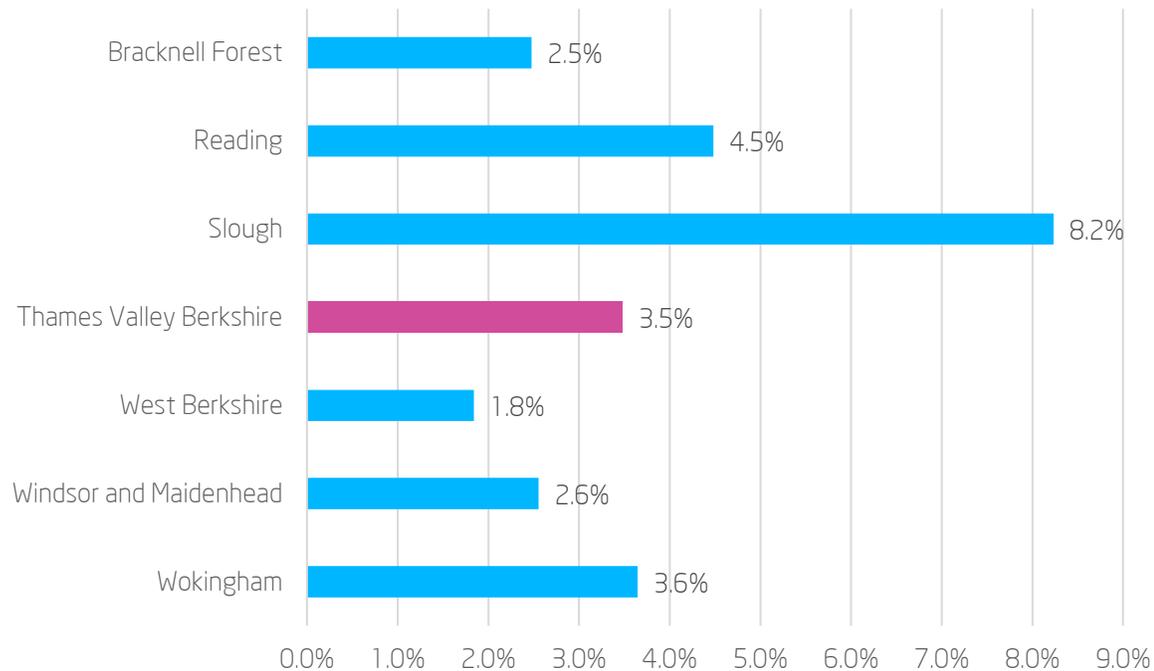
Bracknell Forest has by far the fewest registered businesses of the six unitary authority areas.

Number of registered businesses by unitary authority area (2019)



NUMBER OF REGISTERED BUSINESSES

Average annual growth rate in number of registered businesses by unitary authority area (2010 to 2019)

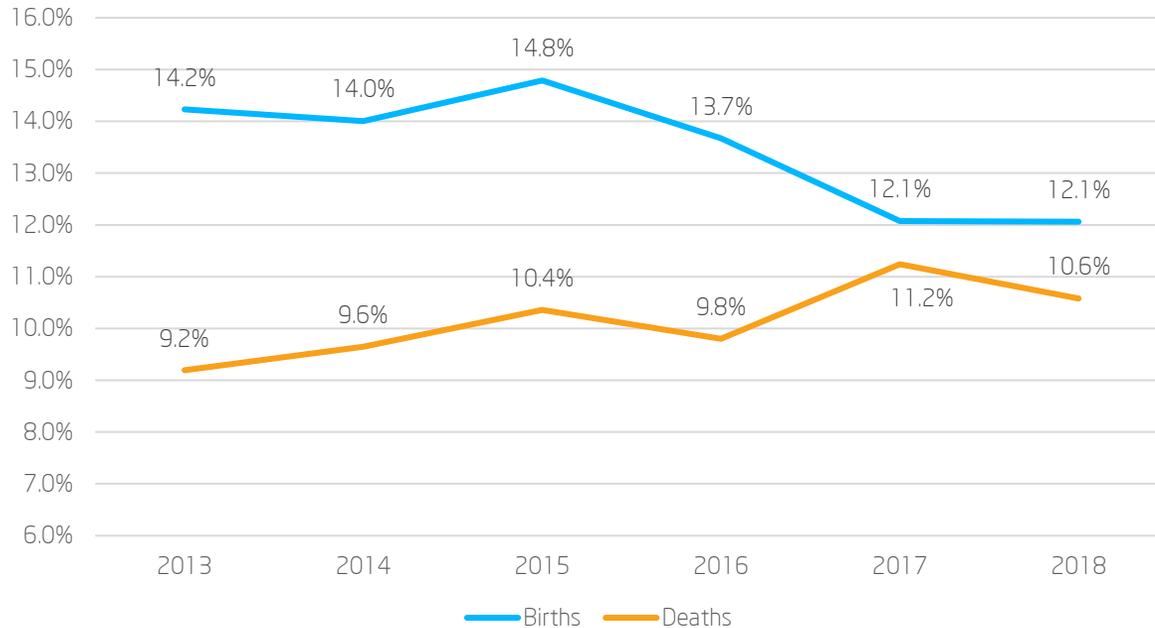


The number of registered businesses in Berkshire grew by an average annual growth rate of 3.5% between 2010 and 2019.

Slough experienced the greatest average annual growth in registered businesses and West Berkshire the slowest growth over this period.

BUSINESS BIRTHS AND DEATHS

Birth and death rates of Berkshire businesses (2013 to 2018)



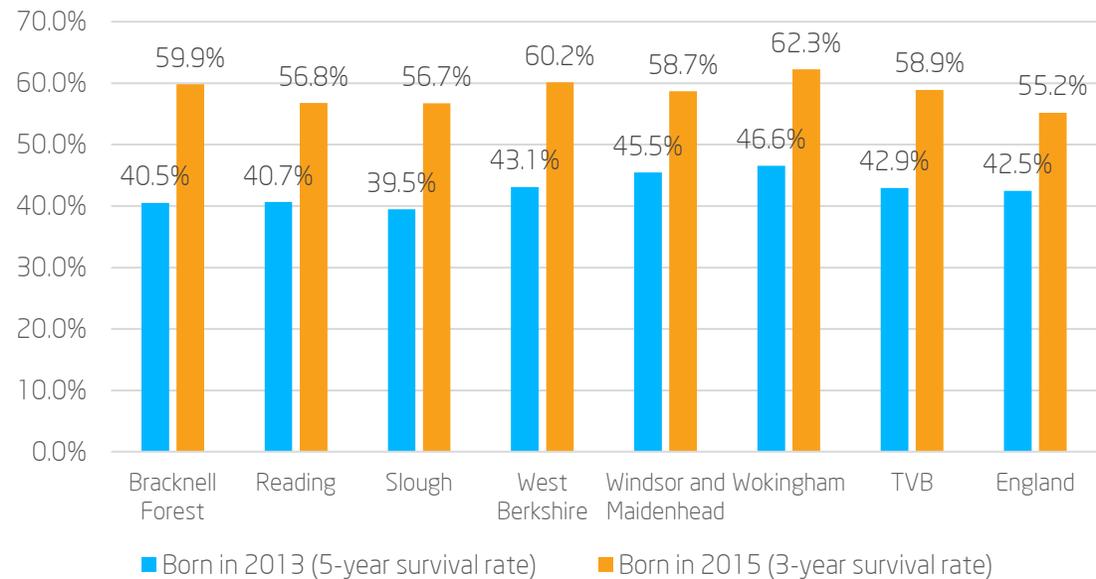
Berkshire business 'birth' rates fell between 2015 and 2017 but plateaued in 2018 at 12.1%, whilst business 'death' rates have fallen slightly from 2017 to 2018.

The gap between business birth and death rates was narrowest in 2017 but widened again slightly in 2018.

The Office for National Statistics suggests that uncertainty relating to the UK's future relationship with the EU, and the depreciation of sterling following the EU referendum result, may have influenced recent business birth and death rates.

BUSINESS SURVIVAL

Business survival rates



Business survival rates are slightly higher in Thames Valley Berkshire than the national average with 42.9% of TVB firms 'born' in Berkshire in 2013 surviving for at least five years, compared to 42.5% nationally.

Within Berkshire, 5-year survival rates for firms born in 2013 were highest in Wokingham and lowest in Slough although it's worth noting that Reading saw a 3.1% drop from last year's analysis.

The pattern is similar for firms born in 2015 and surviving for at least 3-years. For these firms, those based in Wokingham again have the highest survival rates, whilst those based in Slough and Reading are least likely to have survived.

Reading in particular has seen a significant drop in survival rates from 64.7% for last year's born in 2014 (3-year survival rate) to 56.8% in this year's born in 2015 (3-year survival rate).

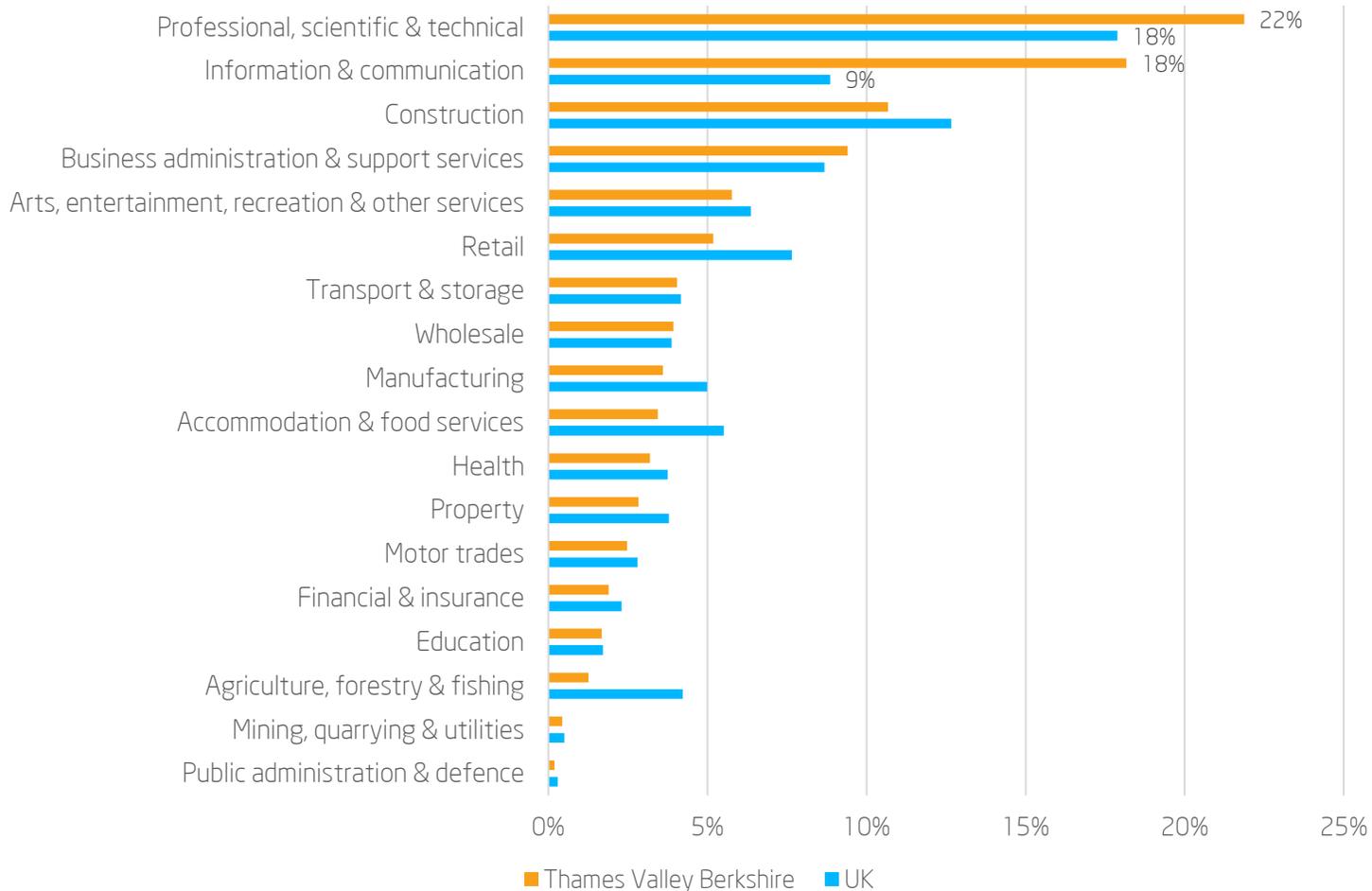


KEY SECTORS

THAMES VALLEY BERKSHIRE: GVA BY SECTOR 2018 (PROVISIONAL)



NUMBER OF REGISTERED BUSINESSES BY INDUSTRY



Analysing data using Standard Industrial Classification (SIC) codes enables a comparison to be made between the structure of the economies of Berkshire and England as a whole.

Over a fifth of Berkshire firms operate in the 'professional, scientific and technical' industry and just under a fifth in the 'information and communication' industry.

Berkshire has a higher concentration of firms in both of these sectors than the national average.

SECTOR SPECIALISMS

Using a variety of data and intelligence, Thames Valley Berkshire LEP has identified sector specialisms (in terms of either clusters of business activity or research expertise). These are mapped on the following page.

For three of these sectors: digital tech, life sciences & healthcare, and energy & environment, the LEP has produced Sector Propositions. These showcase the competitive advantages of being located in Berkshire to prospective inward investors and can be downloaded at <https://www.tvbintelligence.co.uk/business-environment>



The Digital Tech sector corresponds to the 'Information and Communication' Industry on the previous page.

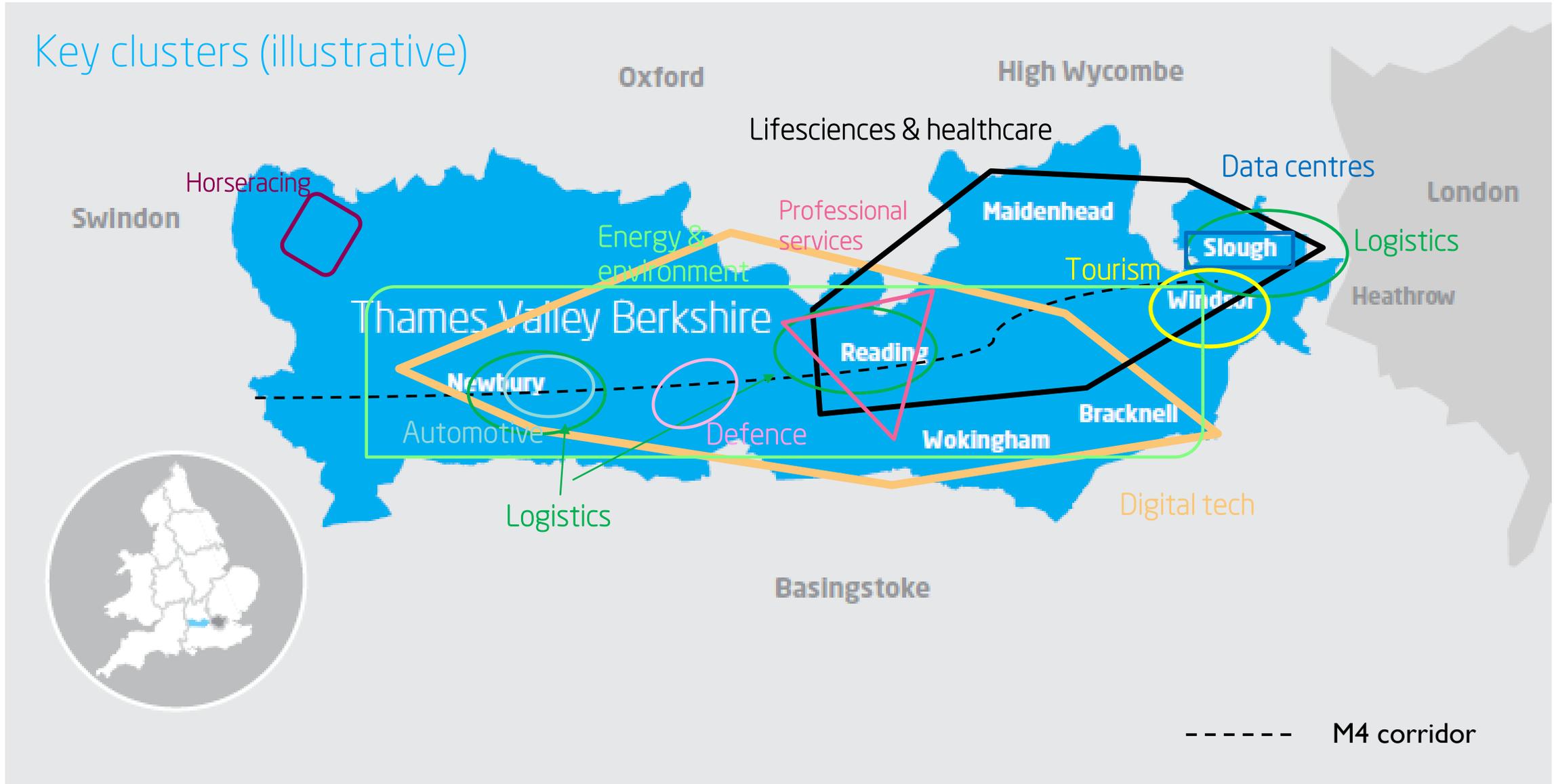


The Life Sciences and Health sector falls under 'Professional, Scientific & Technical', 'Wholesale', 'Manufacturing' and 'Health'.



The Energy and Environment sector falls under 'Mining, Quarrying & Utilities', 'Agriculture, Forestry & Fishing', 'Professional, Scientific & Technical'.

Key clusters (illustrative)

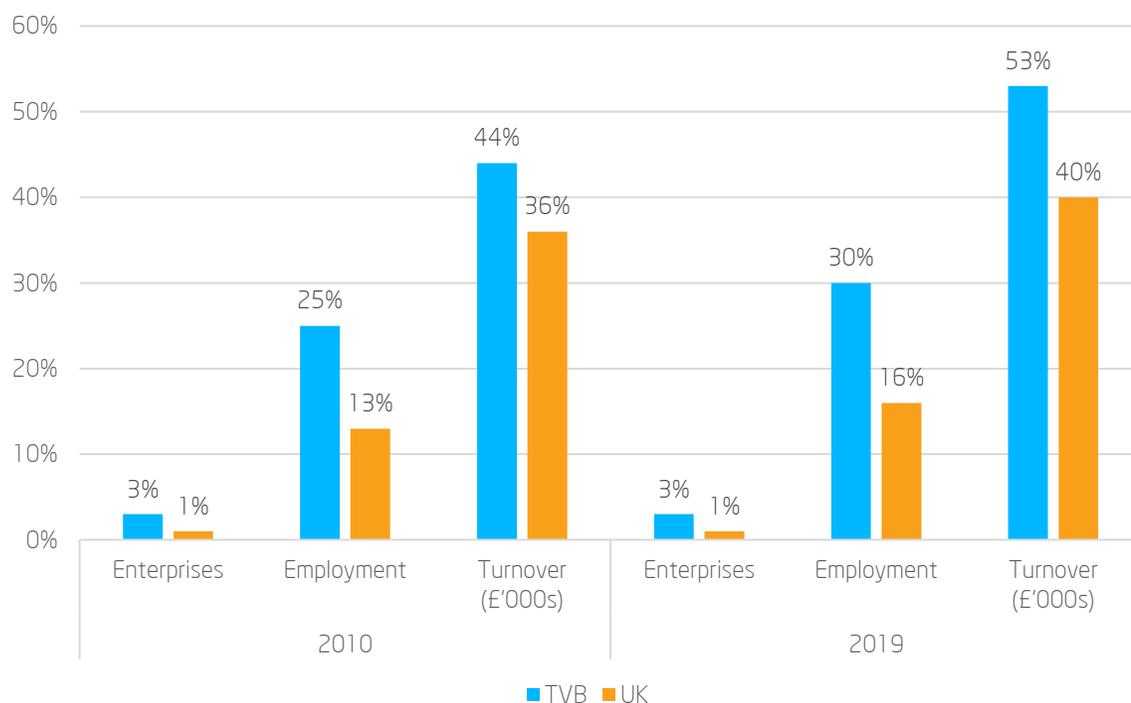




INTERNATIONAL ECONOMY

INTERNATIONAL ECONOMY

Foreign Owned Companies: contribution to employment and turnover



Berkshire has the highest concentration of Foreign Owned Companies of all LEP areas.

Berkshire has achieved strong Foreign Direct Investment figures in recent years, leading to an increase in the number of Foreign Owned Companies, from 945 in 2010 to 1,295 in 2019.

Whilst Berkshire's Foreign Owned Companies only represented 3% of all local businesses in 2019, they generated 30% of local employment and 53% of local turnover.

Since 2010, the proportion of local jobs in Foreign Owned Companies has increased from 25% to 30%. Slough has the greatest proportion of employment in EU owned firms and Bracknell in 'rest of the world' owned firms (details on the following page).

INTERNATIONAL ECONOMY

Slough has the greatest proportion of employment and turnover in EU owned firms.

Bracknell Forest has the largest proportion from 'rest of the world' owned firm.

	EU			REST OF WORLD		
	Enterprises	% of Employment in EU firms	% of Turnover (£'000s) in EU firms	Enterprises	% of Employment in 'Rest of World' firms	% of Turnover (£'000s) in 'Rest of World' firms
Bracknell Forest	40	8%	10%	130	45%	69%
Reading	80	4%	8%	140	14%	30%
Slough	80	20%	31%	145	19%	45%
West Berkshire	75	6%	11%	130	16%	17%
Windsor & Maidenhead	90	6%	6%	165	15%	26%
Wokingham	60	3%	7%	160	38%	58%
TVB	425	7%	14%	870	23%	39%
UK	14,685	6%	12%	23,155	10%	28%



FOREIGN OWNED COMPANIES WITH SIGNIFICANT OPERATIONS IN BERKSHIRE

Company	Activity in Berkshire	Employees in Berkshire	Location in Berkshire
Microsoft	UK HQ	3,000	Wokingham Borough (Thames Valley Park)
Telefonica O2	UK HQ	2,500	Slough
Oracle Corporation	UK HQ	2,000	Wokingham Borough (Thames Valley Park)
Fujitsu	EHQ & R&D	1,600	Bracknell Forest
HPE	EHQ	Circa. 1,000	Bracknell Forest
Verizon	HQ	1,250	Reading
Mars	EHQ, R&D and Manufacturing	1,200	Slough
Covance	R&D	1,160	Windsor & Maidenhead
Hutchison 3G (Three Network)	EHQ & R&D	1,000	Reading / Maidenhead
Syngenta	R&D	850	Bracknell Forest
AkzoNobel	HQ	750	Slough
UCB	HQ, R&D and Manufacturing	740	Slough
Adobe	EHQ & R&D	700	Windsor & Maidenhead
Huawei	HQ	700	Wokingham Borough

Compiled by Thames Valley Berkshire LEP using available local data

Note: employees are increasingly working remotely (at home or at other sites) so in some cases the employee numbers above are much higher than the total number of people on site on an average day

	No. of FDI successes	New jobs created
2011/12	46	450
2012/13	56	1,523
2013/14	44	501
2014/15	44	1,020
2015/16	67	1,794
2016/17	51	872
2017/18	81	1,120
2018/19	55	1,106

FOREIGN DIRECT INVESTMENT (FDI)

2017/18 was a particularly strong year for Foreign Direct Investment in Berkshire with the Department for International Trade (DIT) and Thames Valley Chamber of Commerce reporting 81 successful FDI projects.

In 2018/19 we saw a drop in successful FDI projects to 55 however the number of new jobs created was maintained at approximately 1,100.

The average number of FDI successes per year across the past eight years for Berkshire is 55.5; just slightly above this year's figure.

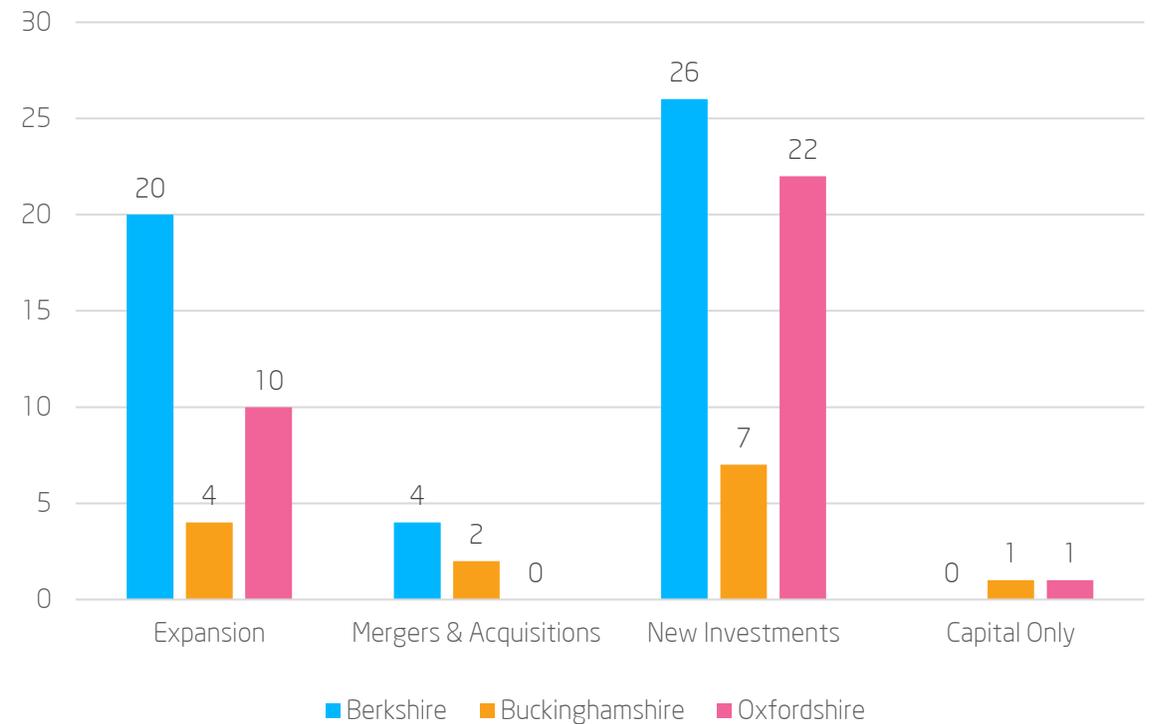
Across the wider Thames Valley, Oxfordshire saw a significant drop in successful FDI projects and the number of new jobs created from 2017/18 to 2018/19, whilst Buckinghamshire saw an increase in the number of new jobs created.

FOREIGN DIRECT INVESTMENT

	Number of FDI projects 2018/19
Reading	23
Windsor & Maidenhead	12
Bracknell Forest	5
Slough	4
West Berkshire	3
Wokingham	3
Other (including multi-site)	5

Within Berkshire, Reading attracted the greatest number of FDI projects in 2018/19, followed by Windsor & Maidenhead.

Number of projects by type (excluding multi-site projects) in the Thames Valley, 2018/19



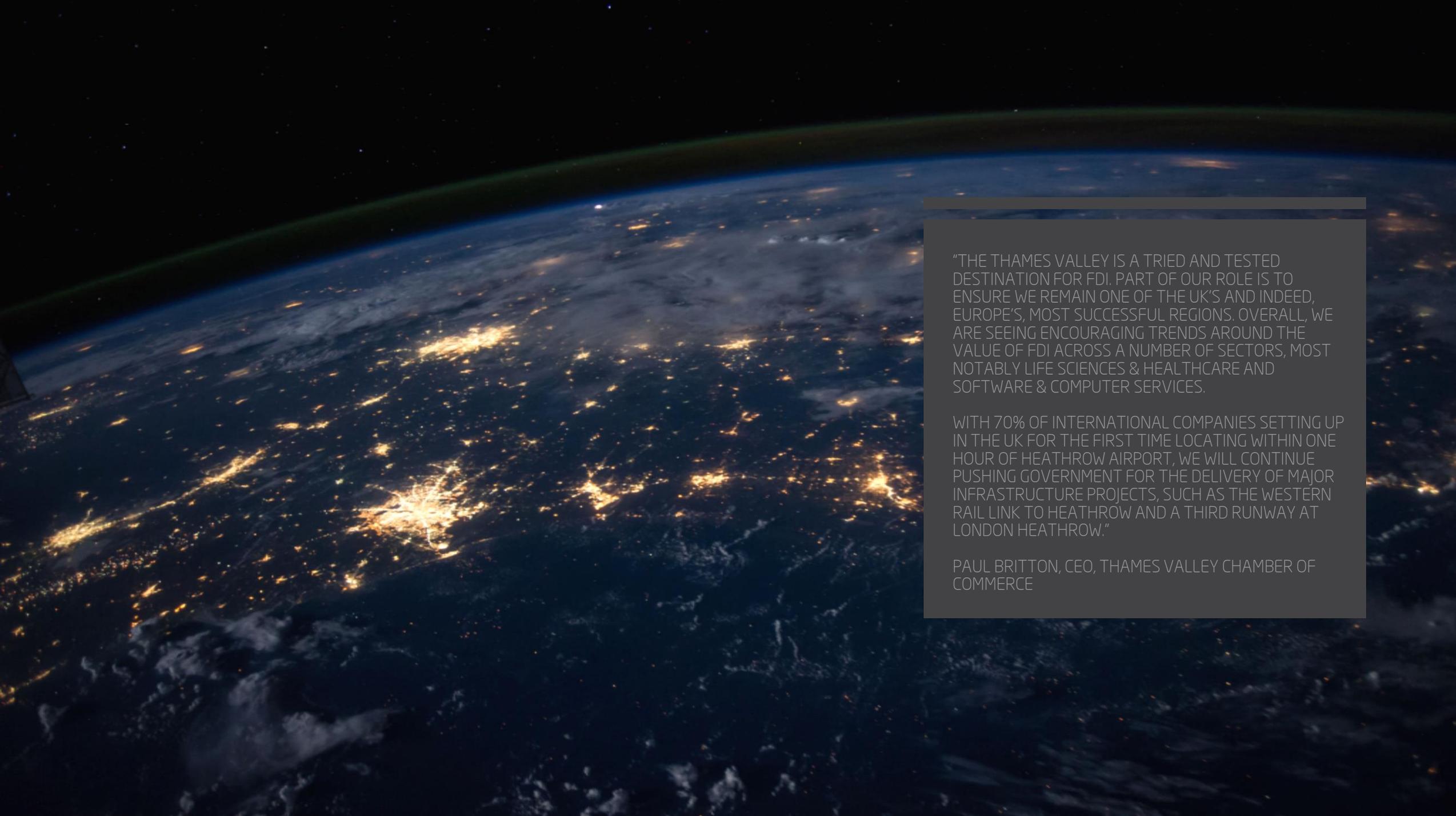
FOREIGN DIRECT INVESTMENT

Key Sectors	Number of FDI projects 2018/19
Software and Computer Services	15
Electronics and Communications	8
Advanced Engineering and Supply Chain	5
Biotechnology and Pharmaceuticals	5

From the 55 FDI successes in Berkshire in 2018/19 'software and computer services' and 'electronics and communications' are the key sectors that dominate these projects.

Type of Investment	% of 2018/19 Investment for FDI projects
Expansions	40%
M&A (Mergers and Acquisitions)	6%
New Investment	54%

Over half of the investment for these projects come from new investment whilst only 6% comes from M&A.



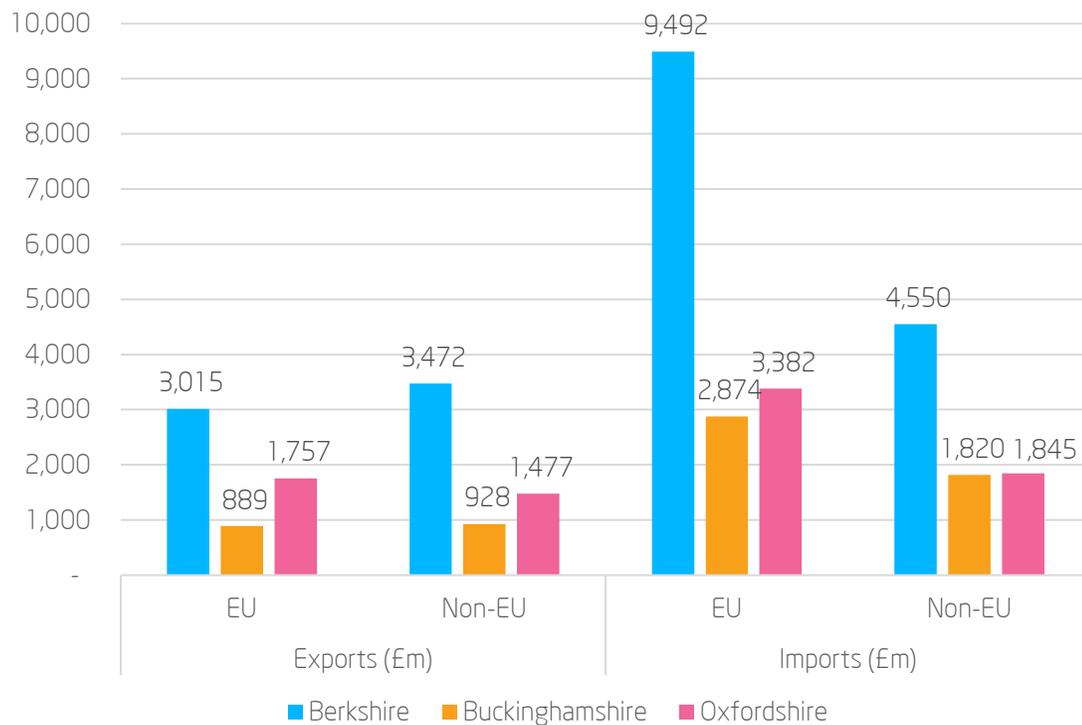
"THE THAMES VALLEY IS A TRIED AND TESTED DESTINATION FOR FDI. PART OF OUR ROLE IS TO ENSURE WE REMAIN ONE OF THE UK'S AND INDEED, EUROPE'S, MOST SUCCESSFUL REGIONS. OVERALL, WE ARE SEEING ENCOURAGING TRENDS AROUND THE VALUE OF FDI ACROSS A NUMBER OF SECTORS, MOST NOTABLY LIFE SCIENCES & HEALTHCARE AND SOFTWARE & COMPUTER SERVICES.

WITH 70% OF INTERNATIONAL COMPANIES SETTING UP IN THE UK FOR THE FIRST TIME LOCATING WITHIN ONE HOUR OF HEATHROW AIRPORT, WE WILL CONTINUE PUSHING GOVERNMENT FOR THE DELIVERY OF MAJOR INFRASTRUCTURE PROJECTS, SUCH AS THE WESTERN RAIL LINK TO HEATHROW AND A THIRD RUNWAY AT LONDON HEATHROW."

PAUL BRITTON, CEO, THAMES VALLEY CHAMBER OF COMMERCE

INTERNATIONAL TRADE

Trade of goods (£m) by LEP area (2018)



The value of goods that Berkshire firms import from the EU is considerably higher than in the neighbouring areas of Buckinghamshire and Oxfordshire. Berkshire firms also import a greater value of goods from non-EU countries, although to a lesser extent.

The value of goods that Berkshire firms export to both EU and non-EU countries is also noticeably greater than either Oxfordshire or Buckinghamshire firms.

INTERNATIONAL TRADE

Number of firms importing goods from, and exporting to, non-EU countries by parliamentary constituency



As of January 2018, 698 Berkshire firms were exporting to non-EU countries and 995 firms were importing from non-EU countries.

Newbury had the greatest number of firms exporting and importing to non-EU countries. Slough had the second greatest number of importing firms and Windsor had the second greatest number of exporting firms.



LARGE COMPANIES

Name	Employees (local estimate)	Location
NHS	16,500	Various
Six Unitary Authorities	9,300	Various
Vodafone	5,000	Newbury and Bracknell
AWE	4,500	Aldermaston and (Burghfield)
University of Reading	4,000	Reading
Waitrose (HQ and distribution centre)	3,400	Bracknell
Microsoft	3,000	Wokingham (Thames Valley Park)
Telefonica O2	2,500	Slough
GlaxoSmithKline	2,000	Maidenhead and Slough
Merlin (Legoland)	2,000	Windsor
Oracle	2,000	Wokingham (Thames Valley Park)
Royal Mail	2,000	Slough
SSE	2,000	Reading
Fujitsu	1,600	Bracknell
Virgin Media	1,500	Reading (Green Park)

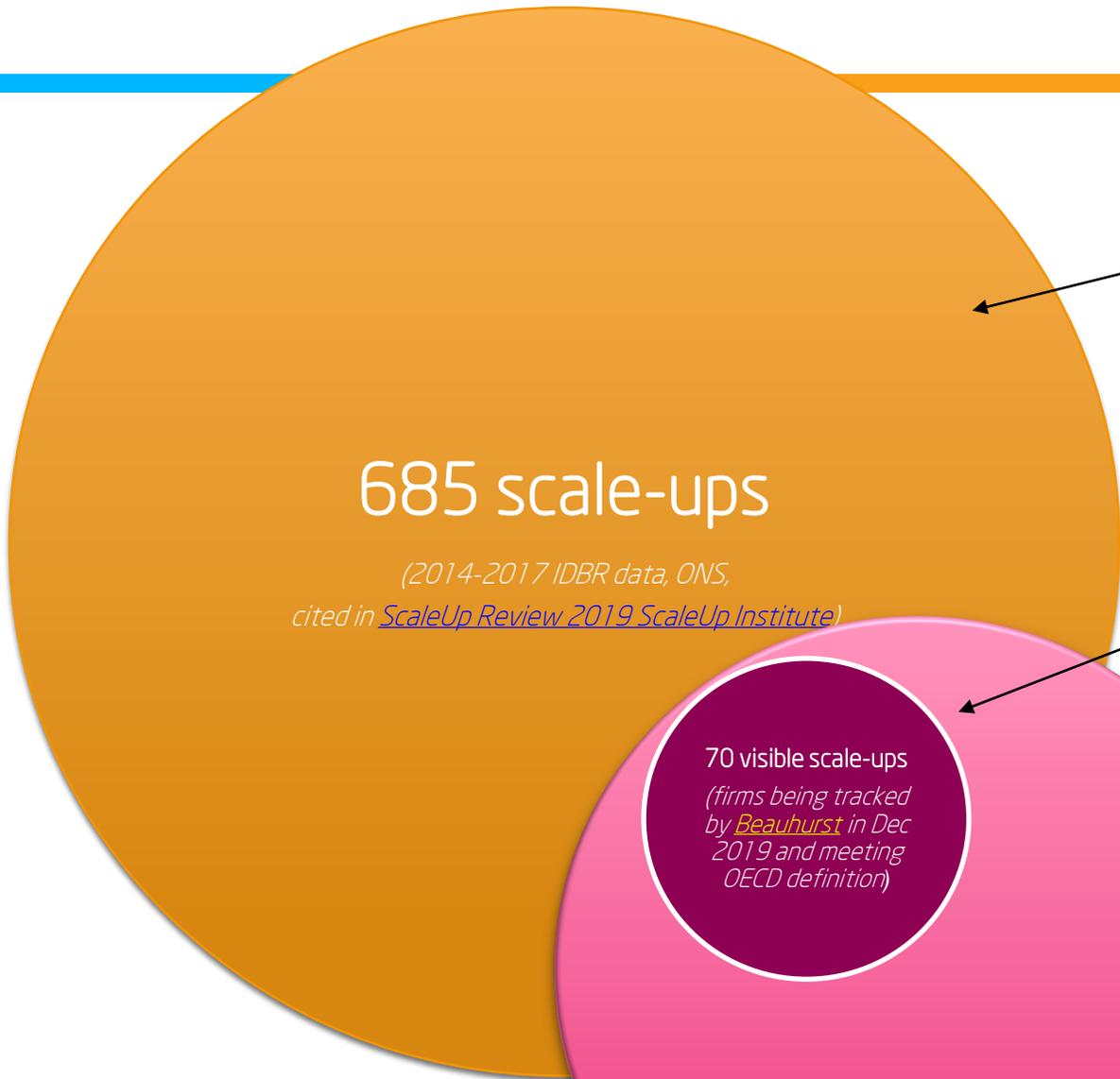
BERKSHIRE'S LARGEST EMPLOYERS*

BERKSHIRE-BASED FTSE 100 COMPANIES

	Location	Sector
<u>Centrica</u>	Windsor	Gas, Water & Multi-utilities
<u>Ferguson plc</u>	Wokingham	Support Services
<u>GlaxoSmithKline</u>	M Maidenhead and Slough	Pharmaceuticals & Biotechnology
<u>Johnson Matthey</u>	Reading	Chemicals
<u>Micro Focus</u>	Newbury	Software & Computer Services
<u>National Grid plc</u>	Wokingham	Gas, Water & Multi-utilities
<u>Prudential plc</u>	Reading	Life Insurance
<u>Reckitt Benckiser</u>	Slough	Household Goods & Home Construction
<u>Sage Group</u>	Reading and Winnersh	Software & Computer Services
<u>Segro</u>	Slough	Real Estate Investment Trusts
<u>SSE plc</u>	Reading	Gas, Electricity & Multi-utilities
<u>Vodafone Group</u>	Newbury and Bracknell	Mobile Telecommunications



HIGH GROWTH FIRMS AND SCALE-UPS



685 scale-ups

(2014-2017 IDBR data, ONS, cited in [ScaleUp Review 2019](#) ScaleUp Institute)

70 visible scale-ups
(firms being tracked by Beauhurst in Dec 2019 and meeting OECD definition)

387 UK-owned, non-listed, high growth and high growth potential firms
(all firms being tracked by Beauhurst, Dec 2019)

685 firms in Berkshire are classified as 'scale-ups'*, of which 565 are turnover scale-ups, 260 are employment scale-ups and 140 scaled both their employees and turnover

Of these, 70 are 'visible', in that we can identify who they are via the data they submit to Companies House

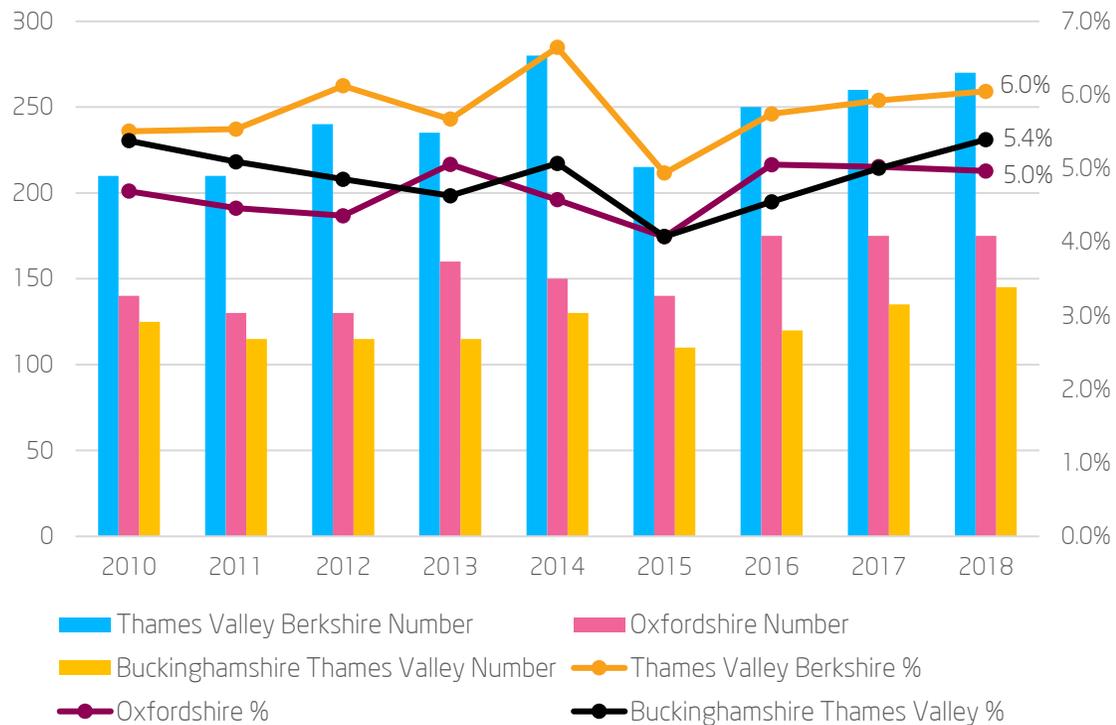
These 70 are part of a wider cohort of 387 high-growth or high growth potential companies we can identify using data supplied by Beauhurst**

*using the OECD definition of: firms with at least 10 employees, with 20% average annual growth in either turnover or employees over a three-year period.
 Note: IDBR stands for Inter-Departmental Business Register

**www.beauhurst.com

SCALE-UPS

Number of companies that have scaled-up (employment measure) and the percentage* by LEP and year



In 2018 there were 270 scale-up companies in Berkshire, based purely on employee growth (20% average annual growth in employees). This equated to 6.0% of companies with at least 10 employees. The number of companies in TVB has increased gradually over the last four years from 215 in 2015 to 270 in 2018.

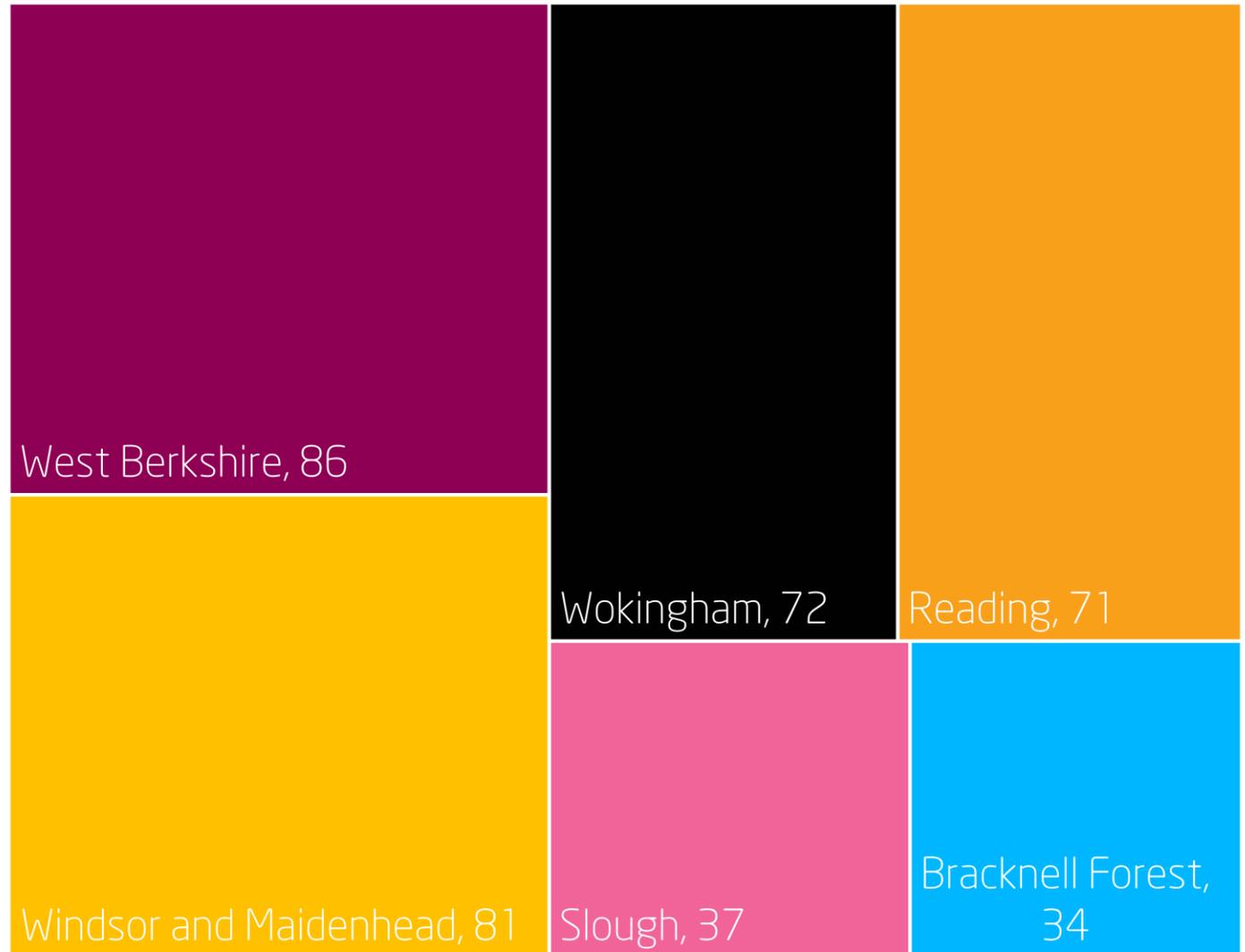
Berkshire has more scale-up companies (using the employee growth measure) than neighbouring LEP areas Oxfordshire and Buckinghamshire.

* The percentage of companies within the LEP area with 10 or more employees that are scale-up companies.
 Source: [Business Demography, UK, ONS](#) and [UK Business Count, 2019, ONS](#)

HIGH GROWTH / HIGH GROWTH POTENTIAL FIRMS

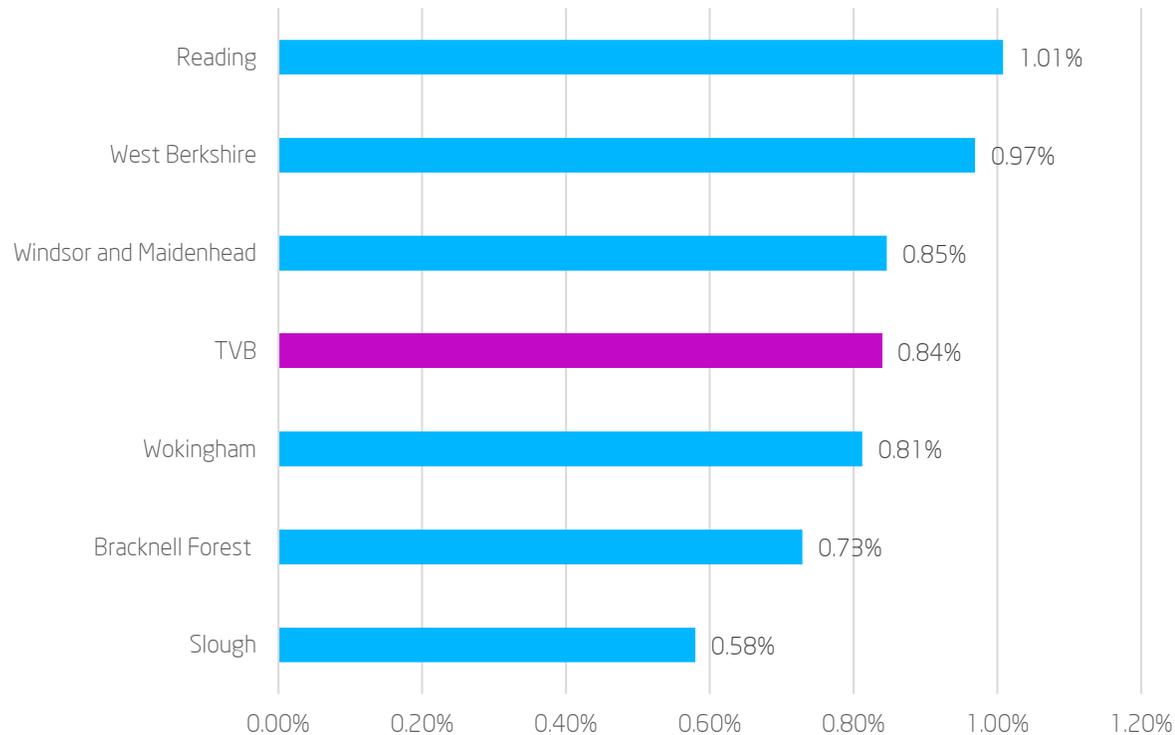
Although all unitary authorities have seen an increase in high growth or high growth potential firms in the past year, some have seen a greater increase than others; West Berkshire, Windsor & Maidenhead and Wokingham with particularly noticeably increases whilst Reading maintained its high standing.

Conversely, Bracknell Forest followed by Slough have the least number of high growth / high growth potential firms.



HIGH GROWTH / HIGH GROWTH POTENTIAL FIRMS

High growth / high growth potential firms as a proportion of all active firms



Reading has the highest concentration of high growth/high growth potential firms (as a proportion of all active firms), followed by West Berkshire and Windsor & Maidenhead.

Slough has the lowest concentration of high growth / high growth potential firms.

KEY SECTORS IN WHICH BERKSHIRE'S HIGH GROWTH FIRMS OPERATE



Software-as-a-service



Food and drink processors



Internet platform



Mobile apps



Analytics, insight, tools



Recruitment agencies and personnel supply services



Security services (physical and virtual)



IT consultancy services



Property/Land development and Construction



E-commerce



IT Support Services



Business, banking and financial services

TOP FUNDERS OF BERKSHIRE'S HIGH GROWTH / HIGH GROWTH POTENTIAL FIRMS (RANKED BY NUMBER OF FUNDRAISINGS)

Thames Valley Berkshire Growth Fund (9 fundraisings)



Thames Valley Berkshire Expansion Loan Scheme (9 fundraisings)



Crowdcube (9 fundraisings)



Seedrs (6 fundraisings)



Octopus Ventures (5 fundraisings)

ACCELERATORS ATTENDED BY BERKSHIRE'S HIGH GROWTH / HIGH GROWTH POTENTIAL FIRMS*

Accelerator	Location
BBC Worldwide Labs	London (Westminster)
Bethnal Green Ventures	London (Tower Hamlets)
Business Growth Programme	London (Southwark)
Cognicity Challenge	United Kingdom
DigitalHealth.London Accelerator	London (Southwark)
ELITE	London (City of London)
Entrepreneur Accelerator	East of Scotland (City of Edinburgh)
Entrepreneurial Spark	London (Islington)
Growth Builder	London (Westminster)
HAX	United States

Accelerator	Location
MassChallenge UK	London (City of London)
Microsoft ScaleUp (London)	London (City of London)
Pi Labs	London (Camden)
PwC Scale Programmes	London (Southwark)
Tech Nation Cyber	London (City of London)
The Young Academy	London (Tower Hamlets)
TrueStart	London (Westminster)
UK Accelerator Programme	London (Southwark)
Wayra UK Call	London (Westminster)

BRACKNELL FOREST FIRMS ON HIGH GROWTH LISTS* (SEE ANNEX)

All active companies on any of the high growth lists seen in the annex that are established, venture, growth or seed businesses.



READING FIRMS ON HIGH GROWTH LISTS



officeprinciples



HUNTSWOOD



SLOUGH FIRMS ON HIGH GROWTH LISTS



Comfort Care
Services



Neilson Financial
Services



Horizon
International Cargo



WEST BERKSHIRE FIRMS ON HIGH GROWTH LISTS



WINDSOR & MAIDENHEAD FIRMS ON HIGH GROWTH LISTS



WOKINGHAM FIRMS ON HIGH GROWTH LISTS





INNOVATION

CENTRES OF EXCELLENCE



Firms undertaking significant R&D activity in Berkshire:

- Mars
- Johnson & Johnson
- Thales
- Syngenta
- AWE
- Gillette (P&G)
- Costain
- Vodafone (5G)
- Hanovia (UV technology)

Key Centres of Excellence:

- European Centre for Medium-Range Weather Forecasting
- Thatcham Research (Car Safety Research)
- TRL (Transport Research)
- BSRIA (Engineering)
- Deloitte Cyber Intelligence Centre
- EIT Food, at the University of Reading
- StoryFutures (AR/VR Creative Cluster)
- National Foundation for Educational Research
- Rutherford Cancer Centre (Proton Beam Therapy)
- Centre for Integrative Neuroscience and Neurodynamics (CINN)

UNIVERSITY OF READING: RESEARCH THEMES



Environment

Working with key partners in the aviation sector to embed research that accurately forecasts aviation turbulence



Agriculture, Food & Health

Developing a multi-sensory marketing approach for a UK leading baby food brand company as well as working directly with stroke patients to develop a new innovative therapy, taking rehabilitation therapies to a new level



Heritage & Creativity

Bringing researchers, a theatre company, and a technology firm together to explore social media technologies in immersive performance



Prosperity & Resilience

Using a multi-disciplinary approach to understand the economic impact of the Dubai metro, commissioned by the Dubai Roads and Transport Authority

Agrimetrics

Using data from the entire food system to provide significant improvements to food markets

Supporting a step change in research capability by bringing together some of the very best clinical researchers, facilities and infrastructure.

Thames Valley Clinical Trials Unit (TVCTU)

EIT Food & IFNH*

Reducing food waste in Europe and delivering better health through integrated research

TVSP is a science park with international appeal that builds a cluster of high-growth-potential companies and a community of innovation

Thames Valley Science Park (TVSP)

Knowledge Transfer Centre

Seeks opportunities for businesses to access the University of Reading's research and resources in order to boost innovation in industry.

The University is advancing innovations in weather, climate, earth observation and data assimilation science through a 40-year partnership with ECMWF.

European Centre for Medium Range Weather Forecasts (ECMWF)

Institute for Environmental Analytics

Closing the gap between science and industry in five main sectors: agri-food, insurance, the built environment & infrastructure, logistics & transport, and utilities

Using research to help practicing managers, corporate partners, programme members and students manage more effectively so that they can impact the organisations they work in.

Henley Business School Centres

TOP 10 'LIVE' INNOVATE UK PROJECTS IN BERKSHIRE BY SIZE OF GRANT

Project Title	Sector	Participant Name	Grant Offered (£)
Smart Mobility Living Lab:	Manufacturing, Materials & Mobility	TRL LIMITED	£4,931,234
Identification & Validation of Correlate of Protection for a Chikungunya Vaccine	Ageing Society, Health & Nutrition	Themis Bioscience GmbH	£3,000,000
UK Central CAV Testbed (Midlands Future Mobility)	Manufacturing, Materials & Mobility	Costain Limited	£1,569,166
U-CAIR UK ATI Cabin Air	Manufacturing, Materials & Mobility	Honeywell UK Ltd	£1,430,425
Project LEO (Local Energy Oxfordshire)	Clean Growth & Infrastructure	SOUTHERN ELECTRIC POWER DISTRIBUTION PLC	£1,215,869
StreetWise	Manufacturing, Materials & Mobility	TRL LIMITED	£812,268
HumanDrive	Manufacturing, Materials & Mobility	HITACHI EUROPE LIMITED	£748,990
Midlands Future Mobility: Rural and Interurban	Manufacturing, Materials & Mobility	Costain Limited	£596,977
ENABLING BUILD OF DIGITAL HEALTH APPS AGAINST REGULATORY STANDARDS FOR MEDICAL USE	Ageing Society, Health & Nutrition	MIOTIFY LTD	£555,071
Disruptive antibody purification process employing novel inexpensive chromatography materials	Open & Commercialisation	Celltech R&D Limited	£523,287

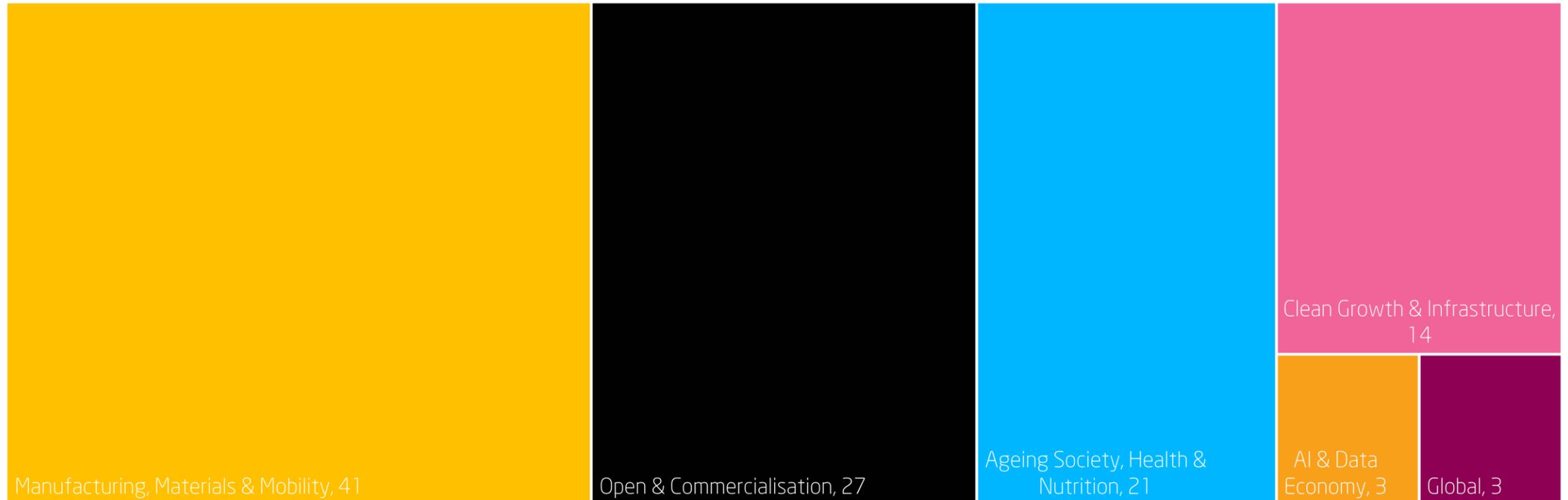
Since 2001, Innovate UK has provided over £91m of funding to 272 companies in Berkshire, undertaking 651 projects. In terms of the overall number of projects receiving funding, Thames Valley Berkshire is ranked 20th out of 38 LEP areas.

In terms of amount of funding received across these projects Thames Valley Berkshire is ranked 24th out of 38 LEP areas.

'LIVE' INNOVATE UK PROJECTS IN BERKSHIRE BY INNOVATE UK PRODUCT TYPE



'LIVE' INNOVATE UK PROJECTS IN BERKSHIRE BY INNOVATE UK SECTOR





BUSINESS SUPPORT ECOSYSTEM

LOCAL BUSINESS SUPPORT ECOSYSTEM

ADVICE AND KNOWLEDGE EXCHANGE (INDICATION OF LOCAL SERVICES AND ACTIVITIES)



ACCESS TO FINANCE

In addition to national funding opportunities, local sources of funding for certain types of businesses (some of which is restricted to Thames Valley Berkshire based firms) are listed here.

More details on these and national opportunities are available from the [Berkshire Business Growth Hub](#) and the [British Business Bank](#)

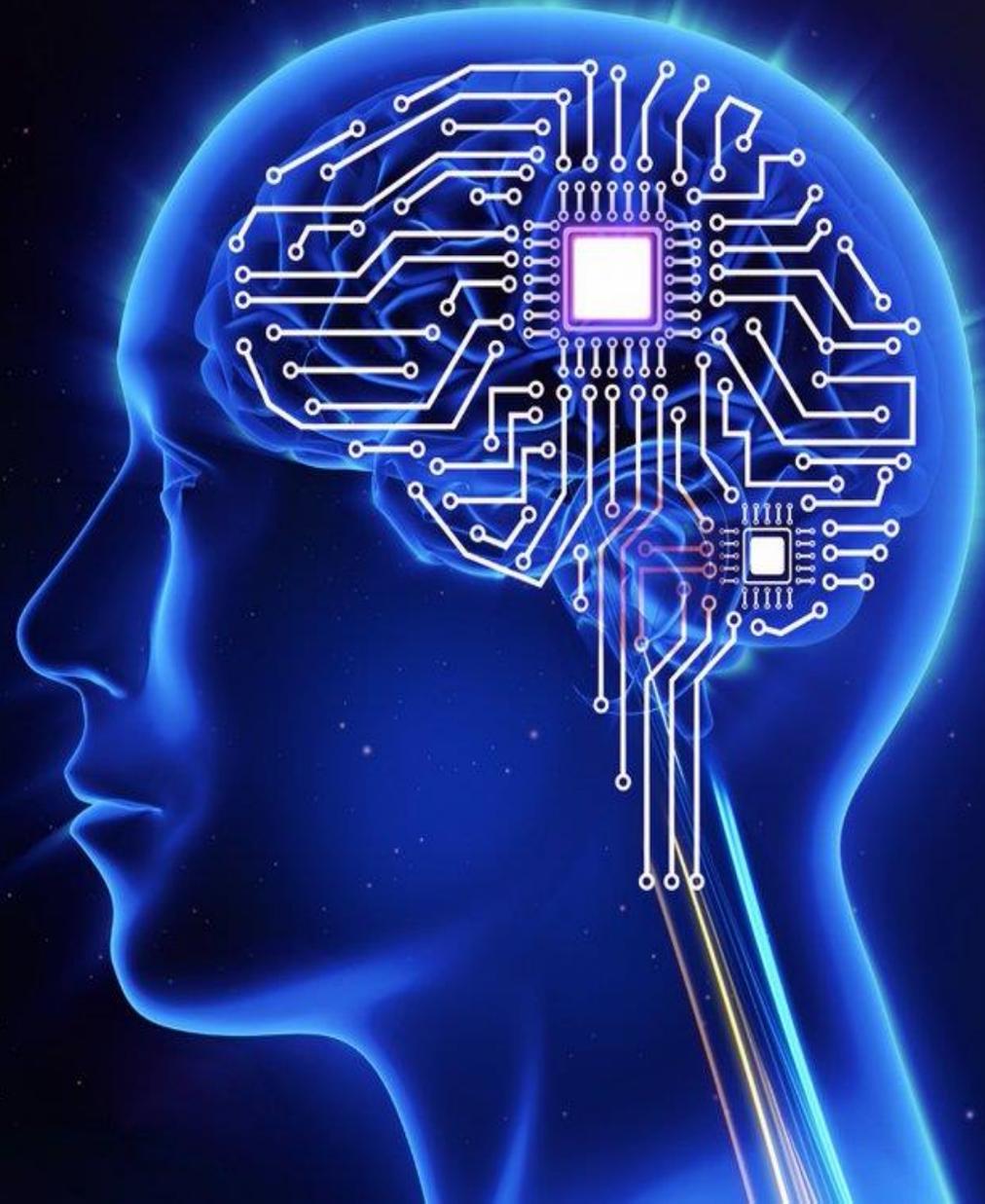
About	
<u>TVB Funding Escalator</u>	Thames Valley Berkshire LEP created a funding escalator of loans and equity across three funding initiatives managed by The FSE Group. FSE fund managers offer guidance and support during the application process and further help after the loan or investment is made
<u>Thames Valley Investment Network</u>	Part of the OION Ltd group of angel networks, TVIN works with entrepreneurs and companies that are looking to raise finance by connecting them with highly active potential investors
<u>Henley Business Angels</u>	A network of experienced business leaders, successful entrepreneurs and investors. Its aim is to facilitate opportunities for members to invest in and mentor (S)EIS registered early stage businesses launched by entrepreneurs who graduated from or are connected with the Henley Business School and University of Reading

LOCAL BUSINESS SUPPORT ECOSYSTEM



"THE UNIVERSITY OF READING IS PRIVILEGED TO BE LOCATED AND ENGAGE WITH SUCH A VIBRANT BUSINESS ECOSYSTEM THAT SUPPORTS THE INDIVIDUAL ENTREPRENEUR TO THE LARGE, INTERNATIONAL CORPORATE."

SUSAN MATOS, DIRECTOR
KNOWLEDGE TRANSFER CENTRE,
UNIVERSITY OF READING





CONNECTIVITY

BERKSHIRE TRANSPORT LINKS

Airport Connections		
Route	Car	Train
Reading to Heathrow Airport	48 mins	1 hr
Reading to Gatwick Airport	1 hr 30 mins	1 hr 20 mins
Reading to Stanstead Airport	2 hrs 5 mins	1 hr 45 mins
Reading to Luton Airport	1 hr 30 mins	1 hrs 30 mins
Reading to Bristol Airport	1 hr 30 mins	1 hr 46 mins
Reading to Southampton Airport	55 mins	48 mins

Train Connections	
Route	Duration
Reading to London Paddington	22 mins
Reading to Birmingham	1 hr 33 mins
Reading to Manchester	3 hrs 0 mins
Reading to Leeds	3 hrs 13 mins
Reading to Cardiff	1 hr 27 mins
Reading Bristol	1 hr 9 mins
Reading to Edinburgh	5 hrs 25 mins

Driving Connections



Major motorway (M4) run horizontally through the Thames Valley Berkshire. Ease of access to M3 (South East), M5 (West) and M25 (London Circular)

Top 10: Small European Cities of the Future (connectivity)*	Top 10: Micro European Cities of the Future (connectivity)*
1. Slough	1. Windsor
7. Reading	2. Maidenhead
9. Bracknell	

*Source: [fDi's European Cities and Regions of the Future 2020/21 - Winners](#)



MAJOR BUSINESS PARKS

GREEN PARK, SLOUGH TRADING ESTATE AND THAMES VALLEY PARK



Green Park, Reading
57 Occupiers

Over 1,000,000 sq ft of new accommodation has been approved with over 230,000 sq ft available by Sept 2020



Slough Trading Estate, Slough
271 Occupiers
93 current property vacancies
Europe's largest trading estate in single ownership



Thames Valley Park, Reading
18 Occupiers
Over 279,000 sq ft available
22-acre park on bank of the Thames



ARLINGTON, ARLINGTON SQUARE & NEWBURY BUSINESS PARK



Arlington Business Park, Theale
81 Active Occupiers
Over 83,000 sq ft available



Arlington Square Business Park, Bracknell
100 Active Occupiers
Over 6,300 sq ft available



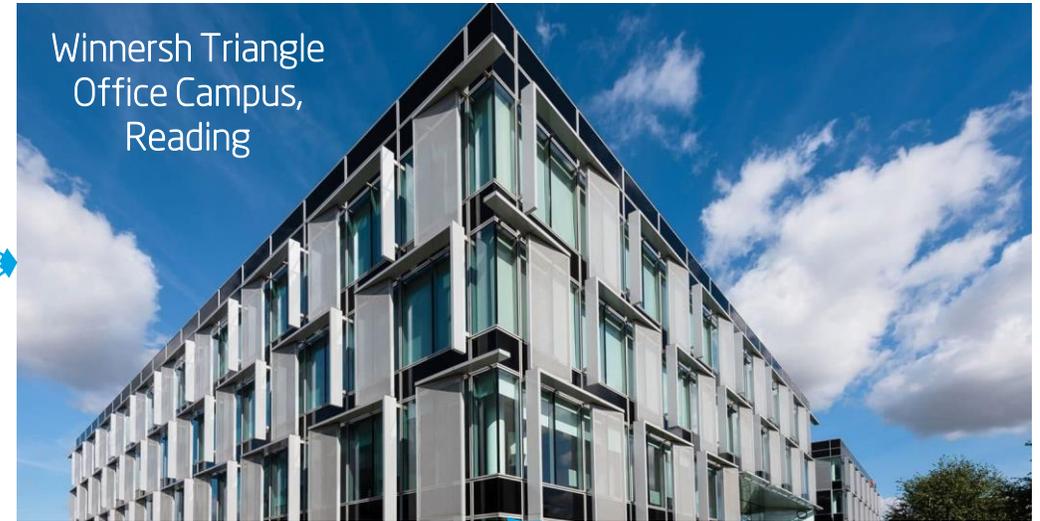
Newbury Business Park, Newbury
21 Active Occupiers
Over 28,000 sq ft



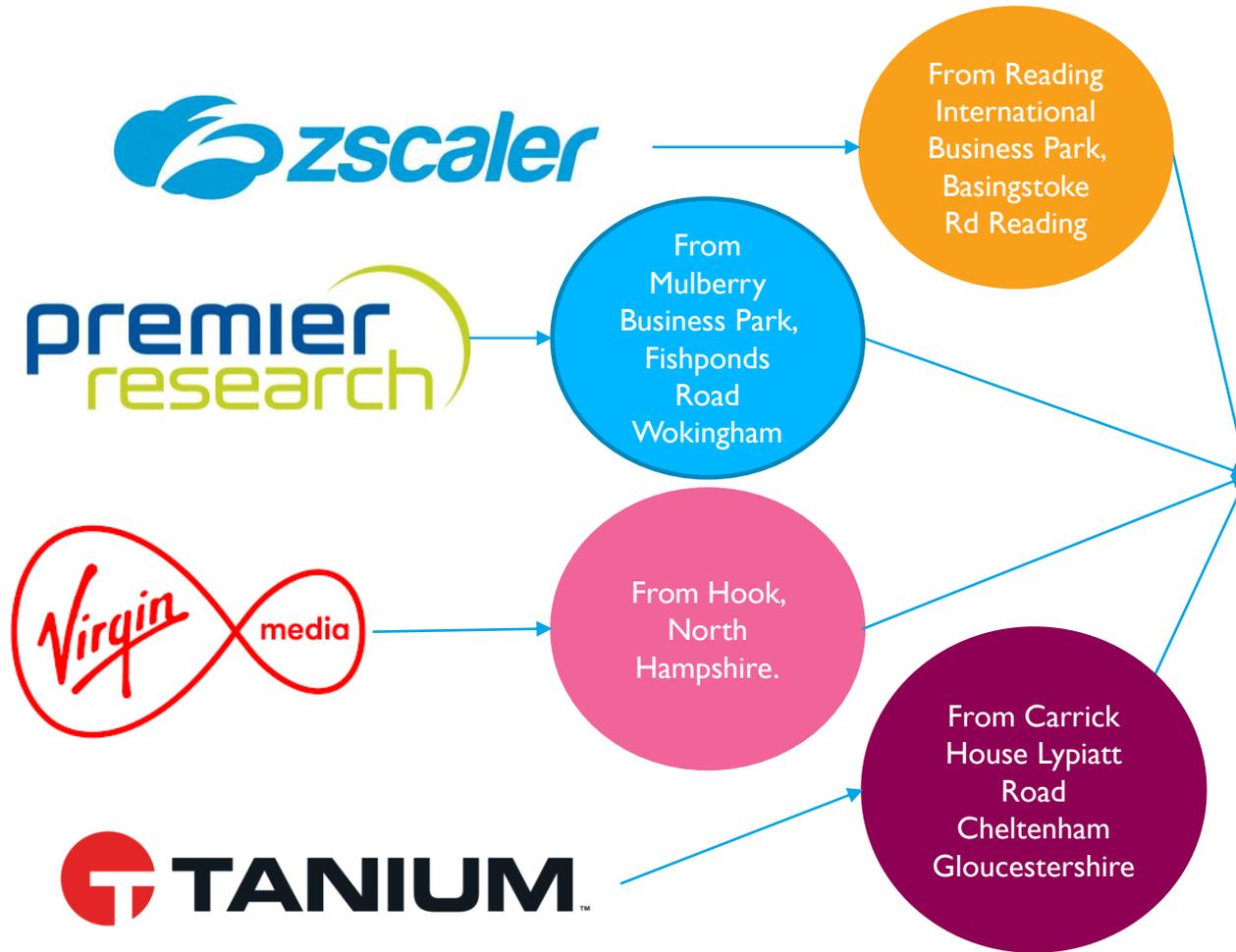


RELOCATIONS

BUSINESS RELOCATIONS, OPENINGS AND EXPANSIONS: 2019



BUSINESS RELOCATIONS, OPENINGS AND EXPANSIONS: 2019



BUSINESS RELOCATIONS, OPENINGS AND EXPANSIONS: 2019



From Davidson House, Forbury Square, Reading



From London Street, Reading



From Blenheim Road Marlborough, Wiltshire



BUSINESS RELOCATIONS, OPENINGS AND EXPANSIONS: 2019



Consolidation
of Oxford,
Maidenhead
and Guildford
offices



Thames
Valley Park,
Reading



The Porter
Building, Slough

From
Maidenhead



BUSINESS RELOCATIONS, OPENINGS AND EXPANSIONS: 2019

Who	Moving to
Hutchison 3G UK Limited (Three)	Reading
Edmundson Electrical	Reading
Page Group	The Switch office building in Slough
British Museum	Shinfield, Wokingham (2023)
BMI	Thames Tower, Reading
Waylands Volvo Dealerships	Imperial Way, Reading
Reading Local Policing Area (Thames Valley Police)	Atlantic House, Reading (early 2021)
James Cowper Kreston	Greenham Business Park, Newbury
IBB Solicitors	The Blade, Reading
Power Integrations	Grove Park, Beechwood, White Waltham, Maidenhead
Stash	Reading (working with The Curious Lounge)





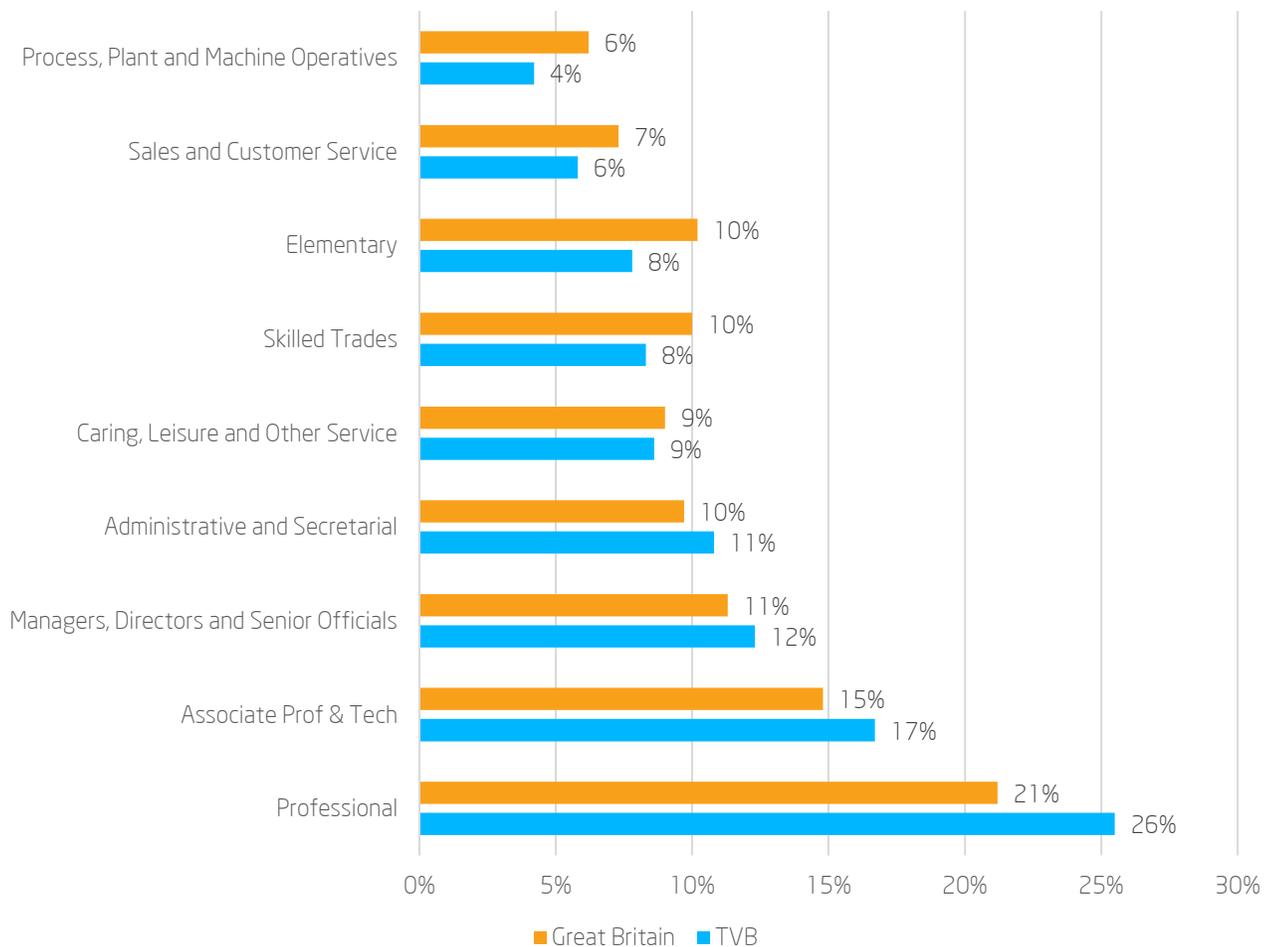
"BEFORE DECIDING ON READING AS OUR SECOND OFFICE LOCATION, WE THOROUGHLY ANALYSED 20 DIFFERENT CITIES ACROSS THE US AND EUROPE TO SCOPE OUT WHERE WOULD BE THE BEST CULTURAL FIT, AND WHICH CITY WOULD SUPPORT OUR GROWING ENGINEERING AND PRODUCT NEEDS. READING, AS AN UP-AND-COMING FINTECH HUB IN THE UK, STOOD OUT TO US AS THE PRIME LOCATION FOR OUR SECOND OFFICE. IT HAS AN INCREDIBLY INNOVATIVE TECH SCENE, WITH AN IMPRESSIVE AND INCREASING ENGINEERING AND PRODUCT TALENT POOL."

ED ROBINSON
PRESIDENT & CO-FOUNDER AT STASH



EMPLOYMENT

EMPLOYMENT BY OCCUPATION



The proportion (%) of Berkshire employment by Occupational Groups compared against Great Britain data

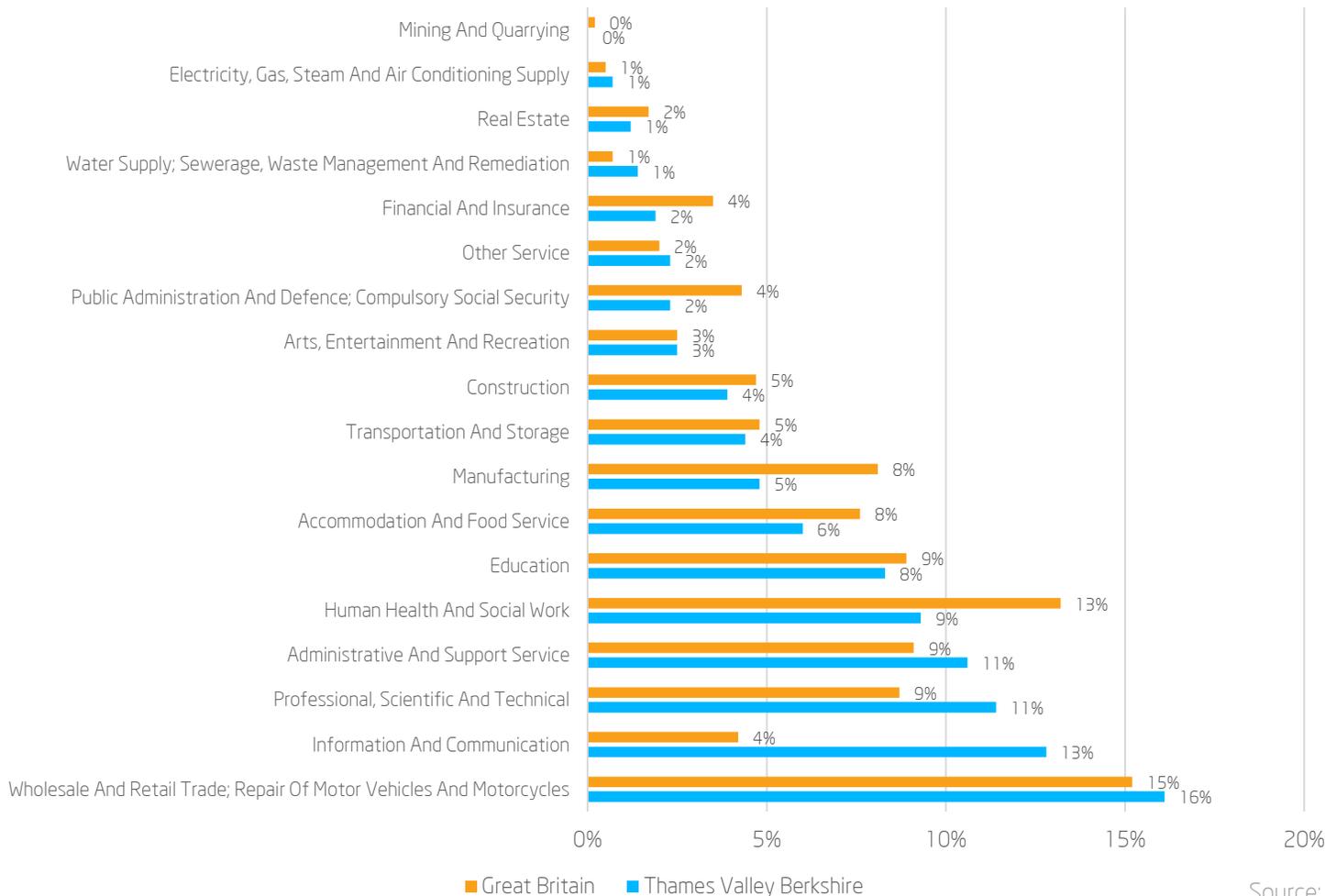
Over a quarter (26%) of employment in Berkshire is in the professional occupational group; greater than the Great Britain figure (21%).

Only 4% of Berkshire employment falls under the 'Process, Plant and Machine Operatives' occupation group.

Total TVB Workforce	473,700
Full-Time	359,100
Part-Time	114,600

Source: Employees Numbers - [Annual Population Survey, ONS, Year to Sept 2019](#)
 Notes: Numbers and % are for those of 16+
 % is a proportion of all persons in employment

EMPLOYMENT BY INDUSTRY



The proportion (%) of Berkshire employment by Industry compared against the national data

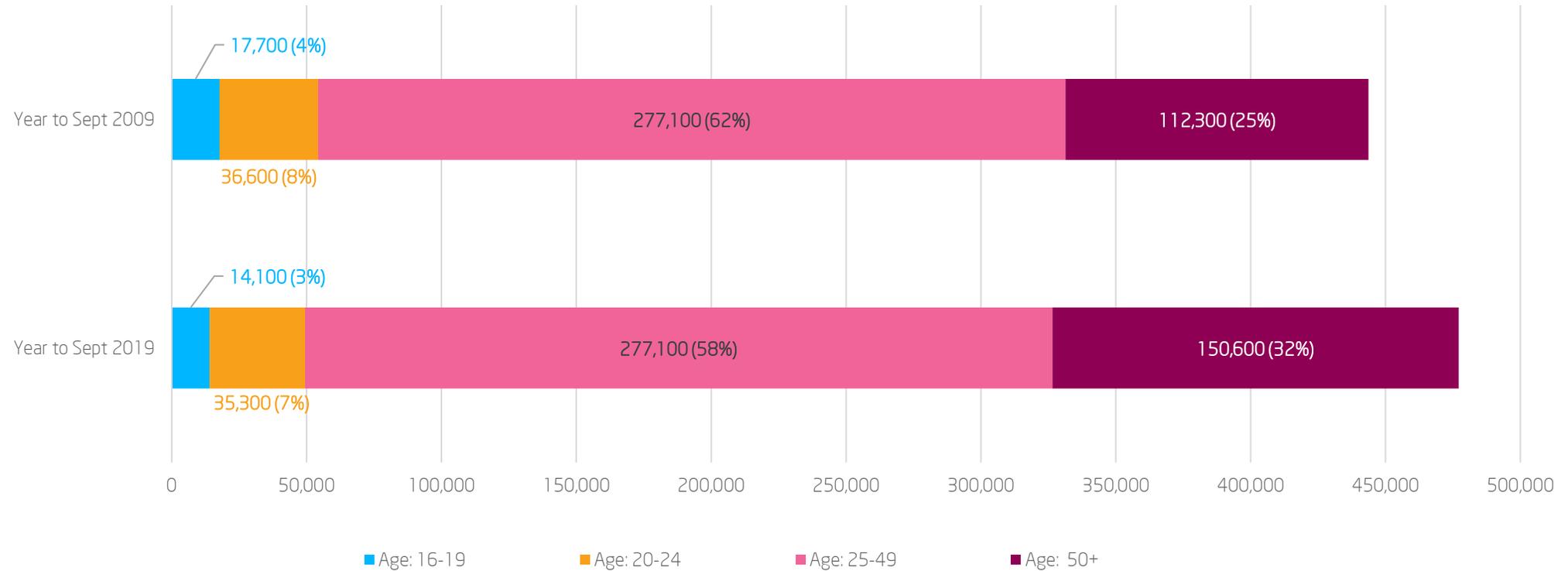
'Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles' is Berkshire's most employed industry (16%).

Berkshire has more than three times the proportion of 'Information and communication' employment than Great Britain (13% compared to 4%).

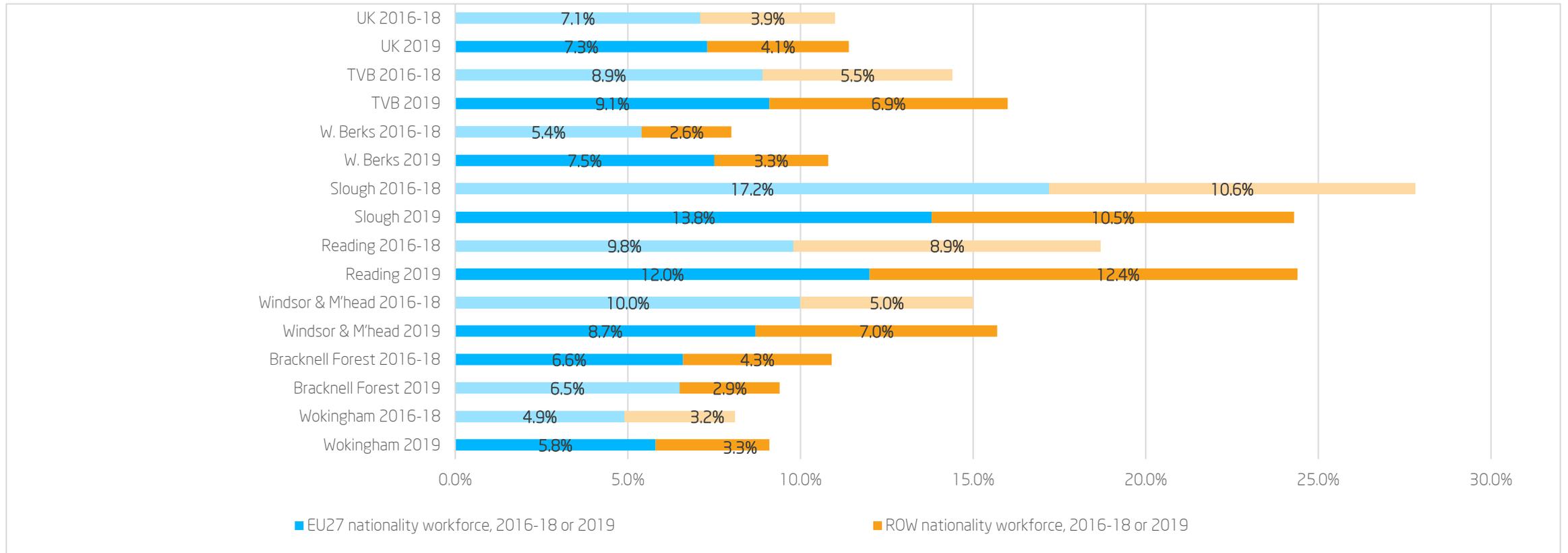
Total TVB Employee Jobs	517,000
Full-Time	365,000
Part-Time	152,000

Source: Employees Numbers - [Business Register and Employment Survey, ONS, 2018](#)
 Notes: % is a proportion of total employee jobs excluding farm-based agriculture.
 Employee jobs excludes self-employed, government- supported trainees and HM Forces

AGE PROFILE OF WORKERS ENGAGED BY BERKSHIRE EMPLOYERS

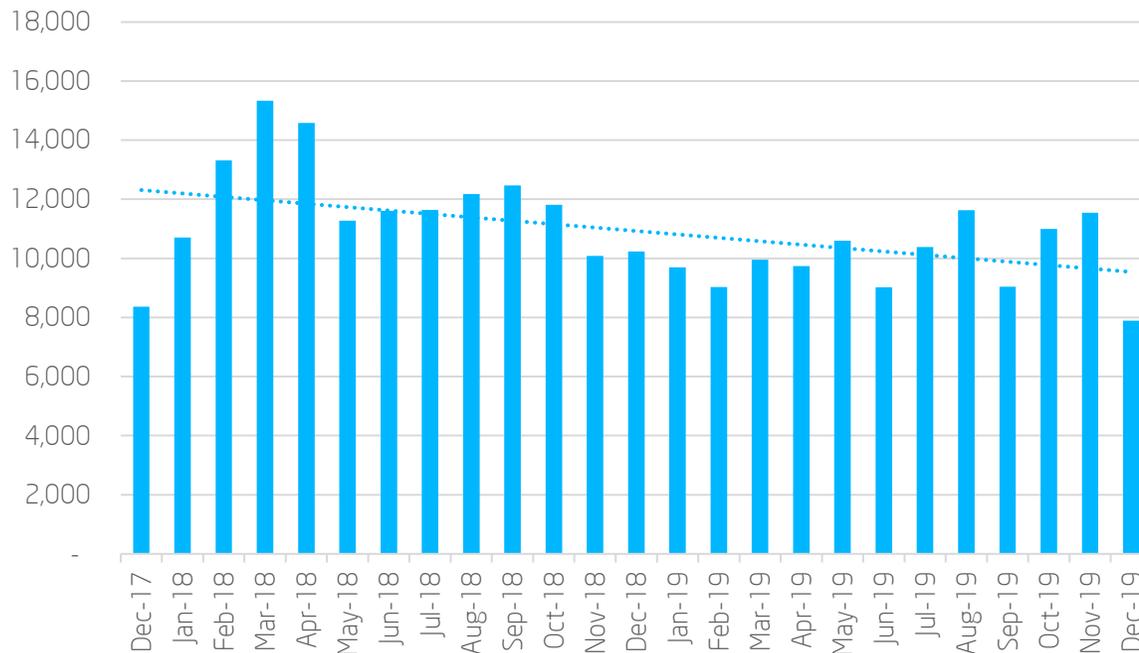


WORKFORCE WITH NON-UK NATIONALITY, 2016-18 AND 2019



JOBS

Number of online jobs postings in Berkshire by month



The number of employee jobs in Berkshire increased by nearly 3% between 2017 and 2018.

Job postings for 2019 have gone down 21% from 2018, in Berkshire.

December 2019 is the lowest number of jobs posted in a month since we started tracking job postings in Berkshire in January 2016.

JOB LOSSES / GROWTH (YEAR TO OCTOBER 2018)

Berkshire companies reporting job growth*

- Micro Focus International Plc
- McAfee Security UK Ltd
- Suez Recycling and Recovery Holdings UK Ltd
- Seqirus UK Limited
- Care UK Health and Rehabilitation Services Limited
- XPS Pensions Group Plc
- Zensar Technologies (UK) Limited
- Xerotec Office Systems Limited
- Arleigh Group Limited
- Newrest-all Limited
- Proofpoint Limited
- HBC Vehicle Services Limited
- Fisco (UK) Limited
- Fisco (Holdings) Limited
- Glenholme Healthcare Group Limited
- Willis Acorn Limited
- Sash Educations Trust
- Glenhome Healthcare Limited
- The Keys Academy Trust
- Hey Habito Ltd

Berkshire companies reporting job losses**

- SSE Energy Supply Limited
- Micron Europe Limited
- Hewlett – Packard Limited
- Barloworld Holdings Limited
- SSE Services Plc
- Walkers Snacks (Distribution) Limited
- Logicalis UK Limited
- Veritas Technologies (UK) Limited
- Advanced Business Software and Solutions Limited
- F.M. Insurance Company Limited
- Suez Recycling and Recovery Lancashire Ltd
- QlikTech UK Limited
- IQVIA Biotech Ltd
- Honeywell UK Limited
- Zipcar (UK) Limited
- Mademoiselle desserts Taunton Limited
- Onyx Internet Limited
- Clintec International Ltd
- DEBRA
- The West Yorkshire Community Rehabilitation Company Limited

* Top 20 TVB companies with over 100 employees who have experienced the highest **growth** rates in jobs in the past year (Oct-17 to Oct-18); the most up-to-date data as of 02/02/2020. 77

** Top 20 TVB companies with over 100 employees who have experienced the highest **decline** rates in jobs in the past year (Oct-17 to Oct-18); the most up-to-date data as of 02/02/2020.

Source: Companies House returns accessed via [FAME](#)

SUNDAY TIMES BEST COMPANIES TO WORK FOR 2019 (BERKSHIRE FIRMS)

Companies with 50-250 staff

2019 Rank	Company Name	Business Description	Headquarters Location	Staff
18	Roc Search	Recruitment	Reading	105
32	Austin Fraser	Technical Staffing & Recruitment Consultancy	Reading	87
71	Premier Group Recruitment	Recruitment Agency	Reading	93
76	BPS World Ltd	A Global Resourcing Partnership	Maidenhead	63
78	Lane4 Management Group	HR Consultancy	Maidenhead	193
92	The NAV People	Software Provider	Newbury	124

Companies with 250-2,000 staff

2019 Rank	Company Name	Business Description	Headquarters Location	Staff
15	AND Digital	Digital Professional Services Company	Maidenhead	295
70	Build-A-Bear Workshop	Soft Toy Retailer	Slough	907
81	W/W GBR Limited (Weight Watchers)	Wellness Services	Maidenhead	1,319
86	Gamma	Provider of communications for business	Newbury	969

Companies with 2,000+ staff

2019 Rank	Company Name	Business Description	Headquarters Location	Staff
7	Vodafone Ltd	Telecommunications	Newbury	11,722
24	AWE	National security support to the UK Government	Aldermaston and Burghfield, West Berkshire	5,313



LEP INVESTMENT

INVESTMENT: LEP FUNDED BUSINESS SUPPORT

Since 2014/15, Thames Valley Berkshire LEP has provided on-going funding to the following business support initiatives:

- Business Growth Hub - berkshirebusinesshub.co.uk including scaleup.berkshirebusinesshub.co.uk
- Thames Valley Berkshire Funding Escalator - thefsegroup.com. This has funded businesses across Berkshire to the tune of £11.3 million and leveraged a further £33 million of private finance.

Collectively, as of December 2019, these initiatives have assisted over **1 000 businesses** and created over **1 000 jobs**. Case studies of companies assisted can be found on the relevant websites.

In addition, the LEP has:

- Provided investment via Local Growth Funds to support the skills capital project, [The Curious Lounge](#)
- Enabled European Regional Development Fund investment for the [Thames Valley Science Park](#)
- Invested European Social Funds in the [Berkshire Apprenticeship Hub](#)
- Worked with the Careers and Enterprise Company to develop a network of [Enterprise Advisers](#) for schools and colleges

More details can be found within Thames Valley Berkshire LEP's annual impact report at thamesvalleyberkshire.co.uk/2019-impact-report/



ANNEX

HIGH GROWTH LISTS

- City A.M. The Leap 100
- Deloitte Fast 50
- Deloitte Fast 500
- Fast Growth 50
- Fast Track 100
- Fast Track International Track 200
- Fast Track Profit Track 100
- Fast Track SME Export Track 100
- Fast Track Tech Track 100
- Fast Track Top Track 100
- Fast Track Top Track 250
- Fortuna 50
- FT 1000
- FT Future 100 UK
- LinkedIn Top Startups UK
- Startups 100
- The FinTech50
- The Queen's Award for Innovation
- The Queen's Award for International Trade
- 1000 Companies to Inspire Britain



HM Government



Thames
Valley
Berkshire

LOCAL ENTERPRISE PARTNERSHIP



**Business
Growth Hub**
Thames Valley Berkshire



European Union
European
Social Fund

James Copland
Research Assistant
james@thamesvalleyberkshire.co.uk

Thames Valley Berkshire LEP
100 Longwater Avenue
Green Park
Reading
RG2 6GP

