

**Hospitality Sector Council**  
**13 November 2023 Meeting Minutes**

**1. Attendees**

**Co-Chairs:**

Kevin Hollinrake, (Minister for Enterprise, Markets and Small Business)

Karen Jones DBE, Pioneer Hospitality

**Attendees:**

Earl of Minto, (Minister for Regulatory Reform)

Andy Slee (Society of Independent Brewers (SIBA)), Jane O’Riordan (Caravan, Flight Club, Turtle Bay), Kate Nicholls (UK Hospitality), Nick MacKenzie (Greene King), Rich McGinnis (Circus), Rob Pitcher, (Revolution), Sarah Warby (Nando’s), Shamil Thakrar (Dishoom), Steve Alton (British Institute of Innkeeping (BII)), Simon Emeny (Fullers), Tim Doubleday (Burger King)

**Officials in attendance:**

Officials from DBT, DCMS, DWP

**Apologies**

Alastair Storey (WSH Ltd), Andy Hornby (Restaurant Group), Brian Perkins (ABinbev), Emma McClarkin (British Beer and Pub Association (BBPA)), Joe Carberry (Deliveroo), Nick Summers (The Nationwide Caterers Association (NCASS)), Nisha Katona MBE (Mowgli), Will Beckett (Hawksmoor)

**2. Summary of actions**

<b>Action</b>	<b>Owner</b>
Invite DLUHC ministers to attend the next HSC meeting.	Secretariat
Review the High Streets working group terms of reference.	Members
Interested high-street operators to volunteer to lead new High Streets working group.	Members
Share press release for the Hospitality Innovation Day Event.	Jane O’Riordan
Inform Jane if you would like to attend the Hospitality Innovation Day Event.	Members
Provide recommendations for workflow productivity service providers for the Hospitality Innovation Day Event.	Members
Promote the Hospitality Innovation Day Event within individual networks.	Members

Provide new nominations for the FBI forum.	Members
Share resources or outputs for HSC website publication	WG Chairs
Review HSC website live demonstration	Members
Supply a portrait photograph for website inclusion	Members

### **3. Note of discussion**

#### **a) Welcome**

Karen Jones welcomed members, including new members Sarah Warby and Shamil Thakrar, and gave apologies for those that were unable to attend.

Karen announced the completion of the Local Economies and Communities working group after meeting its objectives of delivering key reports and recommendations, and thanked Simon and members for their contributions. Karen also announced that Will Beckett will no longer be chairing the SME advisory group from the end of 2023 but will remain a member of the Council.

Karen provided an update on the actions from the previous meeting in July.

#### **b) Government Update**

Minister Hollinrake provided an update during which he:

- Stated that as Minister for Small Business he is keen to help the sector grow while noting the limitations in relation to public finances. His focus is on sensible and consistent policy making, while taking a pragmatic approach to challenges faced by the sector.
- Acknowledged that with the upcoming Autumn Statement, members will be keen to hear about business rates relief and the multiplier but will all have to wait until the announcement next week.
- Stated he is aware of staffing issues and the sector's view that Youth Mobility Schemes can help address this in the short term.
- Noted that the Department is looking closely at smarter regulation, and the Earl of Minto will be addressing this later in the meeting.

#### **c) HSC Refresh**

Karen Jones informed the Council of changes to membership, thanking Alex Raynor and Colin Hill for their contributions following their departures, and welcoming Sarah Warby and Shamil Thakrar.

Karen spoke of the role of hospitality in the economy and on the high streets, and how members are here to help make the whole industry better, stronger and continuing to thrive.

Karen continued that the group's purpose is to keep advocating to the government on behalf of the sector, making a concise argument on policy areas they believe require Government focus and support.

Kate Nicholls spoke of the work the sector has done with DBT on hospitality on the high street and how it would be helpful to work further with DLUHC on this, and hence suggested for the HSC to invite a minister at DLUHC to attend the next HSC meeting.

Karen invited Sarah Warby and Shamil Thakrar to introduce themselves to members.

Karen asked members to read the proposal for a Hospitality and High Street working group and come back with any comments. She demonstrated the current structure of the Council, along with the proposed changes and membership refresh. Karen informed the Council that she is seeking high-street operators from the Council to volunteer to lead this new High Streets group.

#### **d) Update from Working Groups**

The working group chairs were invited to update the Council on their progress.

#### **Innovation**

Jane O’Riordan discussed the upcoming Hospitality Innovation Day Event, scheduled for May 22<sup>nd</sup>, 2024. The event is targeted at Productivity, and they are looking at 100-150 people to attend, the majority of which would be ‘problem owners’ (the hospitality operators).

Jane had the following asks from members:

- Inform her if anyone would like to attend.
- Provide recommendations for productivity service providers.
- Promote the event within individual networks.

The working group is looking ahead at next steps as part of the follow up process to ensure the event is a success. They will be looking at incubator type ideas which can be taken forward to the whole sector.

Multiple universities including Oxford Brookes, Surrey University and Leeds Beckett are due to help on the event with promotion and leading discussions.

Jane will send out a press release, which will include a link to apply to attend the event.

#### **Sustainability**

Tim Doubleday announced that the Resource & Waste sub-group is being consolidated back into the committee. The Sustainability Committee group has identified a need to focus more on biodiversity, leading to the creation of a Biodiversity sub-group, which has had two initial meetings.

The Biodiversity sub-group is exploring: a toolkit for businesses on biodiversity; sustainability in the supply chains; biodiversity net gain in planning regulations; data and the Taskforce on Nature-related Financial Disclosures (TNFD) framework.

Tim also provided updates on the Zero Carbon Forum, which is working on ‘carbon literacy’ training to board members, and the food waste trial.

The group is also looking into drafting an ESG roadmap, which members commented would help with investment and engaging with government.

### **FBI Forum**

DBT provided an update on Will Beckett's behalf. The FBI forum recently had a very positive meeting with Minister Hollinrake. Several topics were discussed including VAT, business rates, ongoing utilities support, skills and labour shortages, investment and planning.

The group is still looking for more members and asked for the Council to continue to provide nominations.

### **Resilience**

Kate Nicholls provided an update from the resilience group, which produced a regulatory reform piece, looking at non-fiscal asks and low-hanging fruit, and has done consistent work on Covid related debt and energy issues.

Kate also provided a trading update of the sector, which saw 0.5% growth in Q3, with a forecast 4% annualised revenue growth over the course of the last year. She stated that businesses are concerned with the removal of business rates support, and 2/3 of the sector said they would reduce investment if this was the case, while more than half would increase prices.

The group is also working with consultancies on capital allowances, as well as coordinating with other councils on regulatory improvements.

### **Jobs & Skills**

Kate Nicholls provided an update on the work the Hospitality and Tourism Skills Board has done on the skills pipeline, which has now outlined a pathway to get from zero to post-graduate, formal qualifications.

The group launched the Hospitality Wellbeing & Development Promise, which more than 100 companies signed up to.

The group has also been working on a national SWAPs pilot with DWP. Kate suggests this could be broadened out where participants are not just 'job ready', but also 'apprenticeship ready'. Kate also provided an update on progressing a digital skills passport for hospitality.

#### **e) Web portal update**

Karen Jones provided an update on the Hospitality Sector Council website and provided a live demonstration of a beta version.

Karen asked for the following:

- Working group chairs to share resources they wish to post on the website.
- Members to review the live demonstration and provide feedback.
- Members to supply a portrait photograph of themselves to include on the website.

#### **f) Smarter Regulation Opportunities**

The Earl of Minto provided an update of the work being done by DBT on Smarter Regulation and the Call for Evidence, inviting members to respond. He explained the purpose of this Call for Evidence is to hear views on regulations and gain an understanding of what is working well and what could be improved.

He acknowledged the work done by the resilience group on regulatory reform, as well as some of the issues previously raised such as business rates, planning and apprenticeships.

The Earl of Minto invited members to share their views on regulation.

Members spoke of balancing the broad central framework with local enforcement, adverts, package travel regulations, reviewing the Landlord and Tenant Act, and asked that upcoming regulation in Government comes with clarity and notice for businesses. Members also thanked the Minister on the work being done on smarter regulation and the positive impact this has already had on the sector. Minister Hollinrake thanked members for sharing their views and asked members to continue to feed concerns back to the department.

#### **g) Closing remarks and AOB - Karen Jones**

Karen and the Minister thanked members for their time.

#### **Date of next meeting**

The next quarterly Council meeting is scheduled for 26<sup>th</sup> February 2024.