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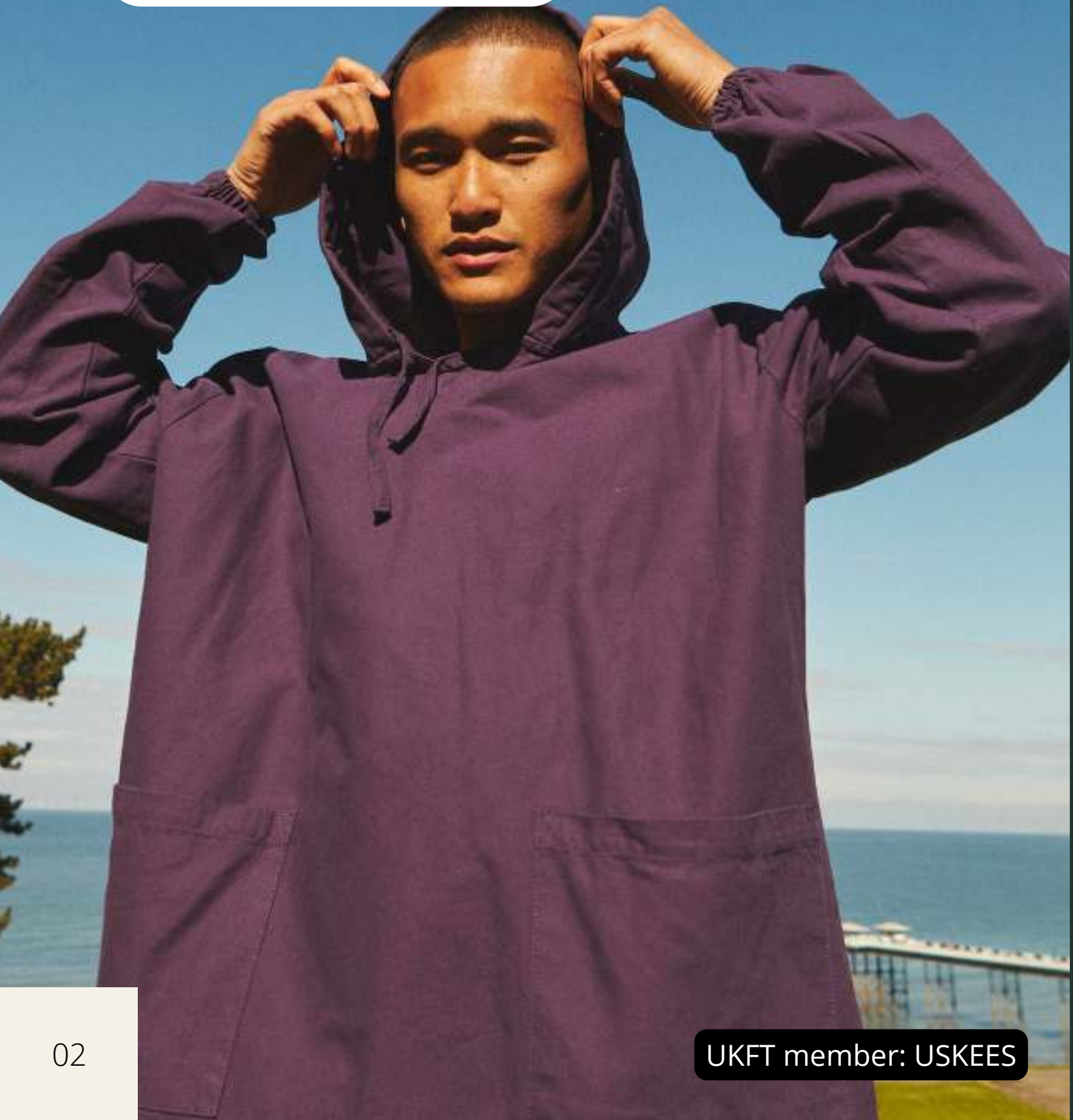
Q2 report

JULY 2022

www.ukft.org

UKFT member: FRUGI

Contents



- 3 [Membership](#)
- 6 [Sustainability in UK Textiles](#)
- 8 [International business](#)
- 11 [Skills & training](#)
- 13 [Royal Visits in Scotland](#)
- 14 [Employment](#)
- 16 [UKFT Scotland](#)
- 18 [Innovation, R&D & sustainability](#)
- 20 [Government relations](#)

Membership



Membership

Summary:

UKFT's membership continues to grow, welcoming notable new fashion members and retail partners including Phoebe Philo, DAKS, Beauty Pie and L'Estrange. For textiles, new members included Alice Timmis, Aquafil, Colorifix, Samuel Tweed, and S Dawes Weaving.

We continued to share the stories of new and interesting businesses with our broad network, highlighting member successes to raise the profile of our sector and signposting sustainable and innovative developments.

These included:

- The Natural Fibre Company achieving carbon reduction accreditation
- John Smedley pushing further into China in 2022
- The Isle Mill fabrics featuring in Scottish project at The Chelsea Flower Show
- Boardies teaming up with Liberty London
- Carrington Textiles unveiling biodegradable fabrics for workwear at Techtexil 2022
- Frugi partnering with Circular Textiles Foundation
- John Spencer Textiles weaves Lancashire Tapestry for Queen's Platinum Jubilee

"Membership to UKFT has been hugely beneficial for us as a business, especially over the last 12 months of very challenging unprecedented trading conditions both within the UK and overseas within our supply chains."

Lucy Panniers, Director of Technical & Product Compliance/Ethics at Seasalt

New members in Q2 2022: Yarmouth Oilskins, DAKS, Novo and Abbotsfield Textiles



Membership

Garment Manufacturing:

UKFT garment manufacturing membership is steadily increasing, with many new businesses and development studios signing up across the country.

UKFT hosted a Reshoring Production to the UK' webinar on the 6th April, outlining the changing industry landscape within supply chain networks which has prompted many brands to consider reshoring production to the UK. The response led to many new introductions.

Education Partners:

The Education Partner network has grown with De Montfort University and Bucks New University joining as Higher Education members.

UKFT will be hosting a Roundtable event looking to establish a Training Provider Network to offer community, knowledge and assistance with this area of the industry.



Colour trend information for members:

UKFT's members have access to textile trend information including colour trend analysis and forecasting, inspirational mood boards for all categories and innovative tools via Peclers Paris, as a new membership benefit. The physical trend book visited 21 member companies during Q2 and many more accessed online information.

UKFT Rise:

UKFT Rise has partnered with Hyatt Place London City East to create a Fashion Hub at the hotel to support and nurture the growth of the fashion and textile brands within the UKFT Rise community.

UKFT Rise brands can access free space at the hotel to make new connections and meet current ones, showcase collections, hold business meetings and attend events and informative sessions hosted in partnership between Hyatt Place London City East and UKFT Rise, subject to availability.



Sustainability in UK Textiles



UKFT member: [ENTER NAME]

UKFT and The Textile Livery Group came together to create a unique event to share best practice on sustainability within the UK textile industry and discuss how the sector can grow its capacity and capability, while remaining competitive.

The conference, held on the 12 May 2022 at Drapers Hall in London, brought together leading textile manufacturers, innovators, policymakers and experts to explore the opportunities a greater drive to sustainability offers the UK textile sector.

The conference was opened by UKFT President Her Royal Highness The Princess Royal, an enormous supporter of the sector, and featured an address from Minister Jo Churchill, Department for Environment, Food & Rural Affairs (DEFRA), outlining early proposals for legislative changes, including Extended Producer Responsibility.

Speakers from leading textile manufacturers including Alex Begg, AW Hainsworth, Camira Fabrics, Humphries Weaving and John Smedley shared their latest experiences and developments, while leading academics from the University of Huddersfield and University of Leeds outlined how the research and education can support the sector.

Dr John Parkinson from iinnouiiio explained how his start-up is reinvigorating traditional recycling techniques to recover wool and cashmere for today's market, while Jo Dawson, founder of HD Wool and chairman of wool merchant H Dawson, outlined how he is building on a 130-year heritage to take the performance benefits of wool to a new audience.

Megan Stoneburner from Textile Exchange, presented a series of tools to measure and monitor sustainable performance and Anthony Burns from ACS Clothing, a Scotland-based enabler of circular fashion, discussed how the company is now looking beyond Net Zero.

In response to UKFT's post event survey, 100% of the attendees said they found the event useful and 89% said they would be implementing some of the ideas discussed during the day.

"I really enjoyed the whole day, and all speakers were informative and gave me food for thought on how we can look to make changes."

Delegate feedback





UKFT Global Brands at Pitti Uomo June 2022

International business

International business

Tradeshow Access Programme update and exports

The new financial year has seen the start of a new way of working with DIT on key tradefairs and it is proving not to be without its own challenges. We are now working on two schemes. One is DIT's new UK Tradeshow programme which has been promoted as the new replacement for the Tradeshow Access Programme. The other is what we are calling the DIT Sector "Wrap Around" funding.

The UK Tradeshow Programme (UKTP) is proving to be as business-unfriendly as we had anticipated. It is now the only scheme which potentially offers a grant to a company in relation to an export show but it is limited to a one-time only grant of up to £2000. The application process is online only on 34 pages and only 40% of successful applicants will be given a grant at DIT's discretion. The others will be offered "educational support". Companies must have a turnover in excess of £250,000 before they can apply and DIT's application process does not take into account the show organisers' own deadlines for applications. So far, only two companies in our sector have qualified for a grant (which is in line with most other industries) but there is a massive amount of preparation work to be done by the trade association leading the event as the rationale for the event is all about using tradeshow as an education tool.

UKFT has written to DIT to explain the failures of the new scheme and, through Export Partners UK, I am also working on a proposal for a substantially improved scheme to submit to the Minister.

The sectoral Wrap Around support, on the other hand, enables UKFT (and potentially some selected others) to be present at key shows and to support companies in advance, during and after the show. Comparatively few sectors have been able to access this. There are no grants for companies, however.

In the current 2022 programme UKFT agreed support at:

- Pitti Uomo June
- Paris Men's, Pre-collections and Swimwear June
- Première Vision July
- Paris Women's Fashion Week September



International business

Pitti Uomo in June was the first completed Wrap Around event and was generally positive. There were approximately 40 UK brands at the show. Three of these were also on the UKTP programme, two of which with grants.

UKFT took a stand in Salone M and was on hand at the show to visit and help the companies. In advance, they were given briefings on key issues including: getting their collections and staff to and from Italy post-Brexit, pricing in Landed Euros, Covid issues in Italy and at the show, how to prepare for the show more generally.

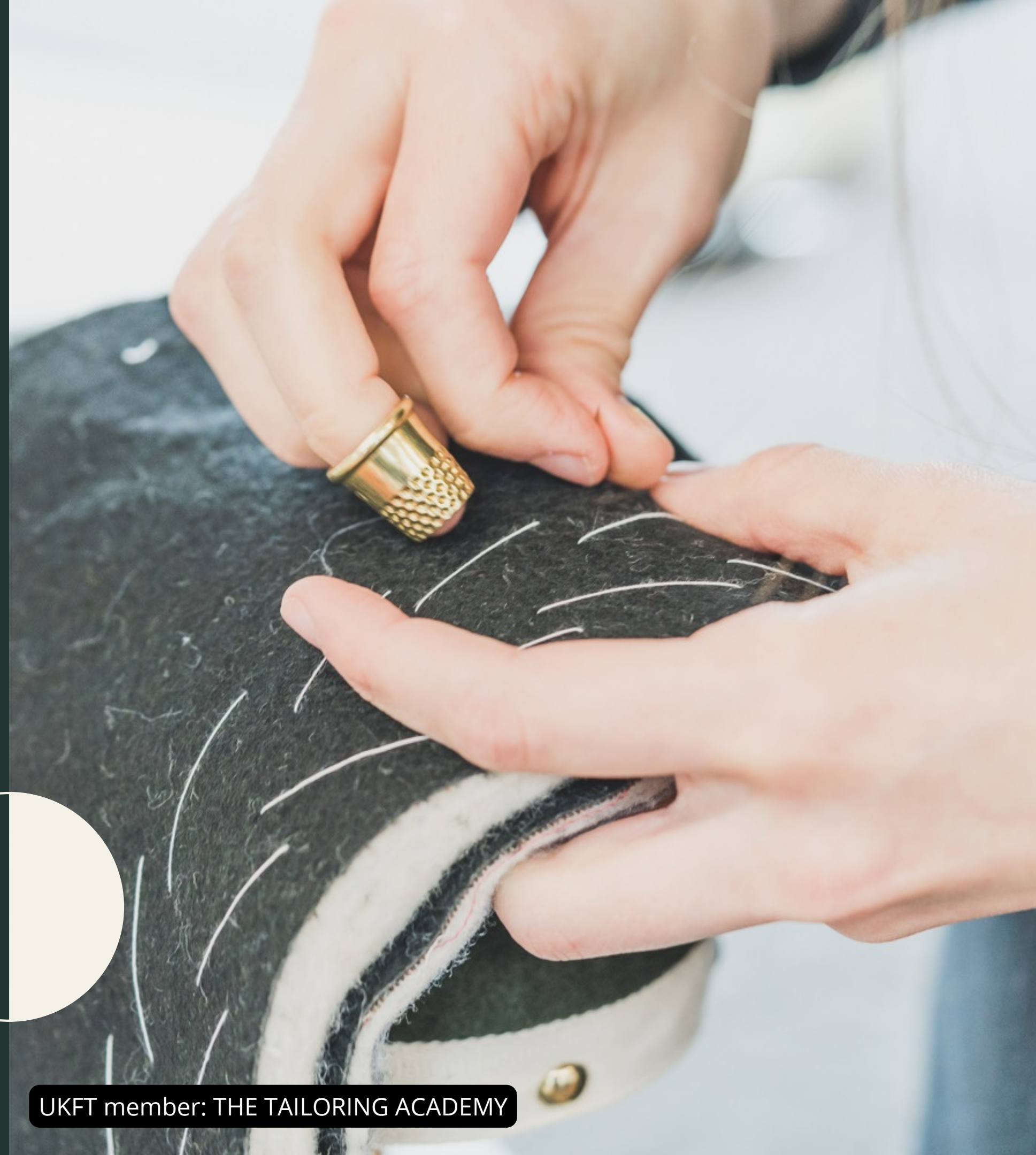
Generally, the companies were happy to be back. There were issues around ATA Carnets as companies had ignored our advice in some cases and three companies were impounded and were only released on payment of fines, duty and VAT after the show had started. As expected, there were very few Chinese buyers at the show but there were good numbers of EU and US buyers, some UK visitors. UKFT saw some key Japanese buyers including Shiro although most stayed away but there were good numbers of Koreans and Middle Eastern Buyers.



“It was great to be back in Florence. There was a great turnout. We had a lot of coverage from the press and also a lot of interest from Europe and the United States. It was also fantastic to see lots of other exciting brands at the show.”

Tom Leeper, New and Lingwood
on Pitti Uomo in June 2022

Skills & training



Skills & training

UKFT External Quality Assurance Provider (EQAP)

UKFT submitted an application to join the directory of professional and employer-led bodies to support the external quality assurance (EQA) of apprenticeship standards in England in May 2022.

We are pleased to confirm that the Employer Directory Decision Panel approved UKFT's entry on to the Directory to support EQA for all 15 fashion and textile standards.

Scotland

We are pleased to announce that our bid to review the Laundry, Wet and Dry Cleaning National Occupational Standards was approved by Skills Development Scotland. UKFT has also been in dialogue with the Scottish Qualification Association (SQA) to request the reviews of two SVQs at SCQF7 (Level 3).

- SVQ 3 in Manufacturing Textile Products at SCQF level 7
- SVQ 3 in Leather Manufacture at SCQF level 7

UKFT is working on the creation of a 'Mending School' in the Borders following initial interest/demand from Cashmere Circle and Eribe Knitwear. UKFT approached Borders College to be the centre for delivery and have worked in partnership with Ross at Cashmere Circle in mapping the mending processes to the Repair and Alter Items SVQ unit.

Discussions ongoing but SQA has approved the unitised certification approach if this project goes ahead.

Wales

The revised fashion and textiles pathway in Wales (L2, L3 and L4) was approved and issued by Welsh Government in March 2022. Following that successful project UKFT was approached to bid for the redevelopment of the Welsh Upholstery Apprenticeship Framework. Upon review, the framework housed both soft and hard furnishings the latter not covered by our sector coverage and expertise. Welsh Government are interested in the soft furnishing job roles to be included within our new Welsh Framework.

UKFT is also supporting the potential set-up of a pre-apprenticeship academy in North Wales based in Wrexham, and discussions are ongoing.

Northern Ireland

The revised fashion and textiles frameworks in Northern Ireland (L2 and L3) were both approved and issued by The Department of the Economy NI on the 13th April 2022.

Another significant development is that UKFT Education Partner The Fashion and Textile Design Centre in Derry is now actively recruiting apprentices for the very first time.

Developing a Textile Technology undergraduate course

UKFT is exploring the demand and scope for a new undergraduate course to specialise in textile technology. There has been no textile technology undergraduate course in the UK for many years and it has become apparent that there is an unfulfilled need within all areas of the textile industry for employees with this background and experience.

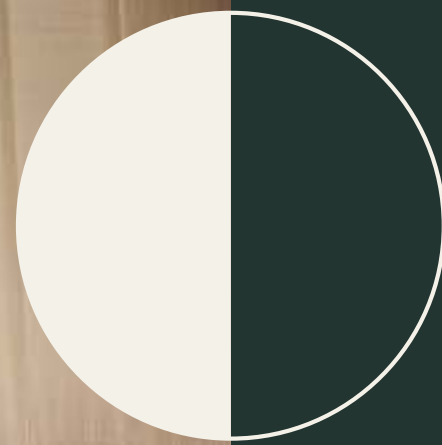
UKFT surveyed our membership and found that 99% thought there was a need for more trained textile technologists in the UK. 87% said their company had a need for some/more textile technologists and 94% would be prepared to be a supporter for such a course.

Royal Visits in Scotland

HRH The Princess Royal visited Scottish textile manufacturers and brands Macnaughton Group in Keith and Paisley, Barrie Knitwear in Hawick and Eribe in Melrose in her role as President of UKFT during the month of March.

As ever, the UKFT President is an incredibly supportive champion of our industry and her visits were important recognition for our members.





Employment



UKFT member: STUDIO PIA

Employment

With years of employment relations experience in the fashion and textile industry at local and national level, UKFT can provide guidance on a range of issues including:

- Employment Contracts both new and updating existing contracts
- Company Handbooks with all Policies, Procedures and Company Rules
- Company Disciplinary and Grievance matters including warnings and dismissals
- Discrimination issues in relation to recruitment, employment and redundancy
- Employment Tribunal Claims and ACS conciliation
- Trade Union matters covering recognition and pay negotiations

UKFT has considerable experience with regard to advising members on:

1. What to consider before employing someone
2. How to ensure you effectively manage your relationship with your staff
3. How to handle redundancy.

Q2 2022 Updates:

A week's limit on redundancy or unfair dismissal basic award - Up from £544 to £571

Compensatory award for unfair dismissal - Up from £89,493 to £93,878 or a year's salary whichever is the lower

Statutory Sick Pay - Up from £96.35 to £99.35 for a maximum of 28 weeks

Statutory Maternity Pay - Up from £151.97 to £156.66

National Minimum wage rates

- 23+ up from £8.91 to £9.50
- 21/22 up from £8.36 to £9.18
- 18/20 up from £6.56 to £6.83
- 16/17 up from £4.62 to £4.81
- Apprentices up from £44.30 to £4.81

Examples of member queries during the period:

- Query re age discrimination when life assurance becomes more expensive after a certain age.
- Employee not accepting doctor's opinion that he was not fit to work.
- Business case for refusing to continue working at home.
- Wanting relative to act as interpreter during disciplinary hearing
- Whether or not to accept judicial mediation in an unfair dismissal case
- Could extending time for an appeal against grievance finding be a reasonable adjustment for a mental disability.
- Driving over hours to get home because of traffic delays.
- How to determine whether an illness could be classed as a "disability" under the Act.
- How to tighten up rules concerning breaks etc which had been allowed to become lax.
- What reasons would be acceptable to refuse request for part time work.

UKFT Scotland



UKFT Scotland

Our ILG has continued to meet virtually to keep Scottish fashion and textiles industry communication and activity aligned.

Our Scottish Government agency point of contact, Neil McInnes, has left his post and his successor is Laura Saurez as Trade Team Leader – Consumer Industries. Laura will be asked to become the SDI point of contact with the ILG when she starts in June/July.

The current membership consists of:

- Iain Laird, Alex Begg and Beggx Co
- Fiona Waldron, Heriot Watt University
- Jan Young, Barrie Knitwear
- Chris Gaffney, Johnstons of Elgin
- James Dracup, Macnaughtons
- Anthony Burns, Advanced Clothing Solutions
- Lorna Macaulay, Harris Tweed Authority
- Jean-Christophe Granier, Wilkie Group
- James Lang, Scottish Leather Group
- Adam Mansell, UKFT
- Jaki Love, UKFT Scotland

Key priorities of the textiles ILG are:

- Export
- Skills & Training
- Sustainability

The ILG created special interest working groups to develop 10-year strategic plans for the Scottish Textiles industry in each of these areas. Following our government meeting with Kate Forbes, Cabinet Secretary for Finance and the Economy, at a meeting held in December 2021 the decision has been made to publish the strategies. We have received positive responses from Zero Waste Scotland on the sustainability strategy and from Scottish Development International on the export strategy. Both have had outcomes that have provided physical action and activity that will provide resource and or access to funding sources for the textile industry. Skills Development Scotland have responded to the skills strategy but with limited positive action and output.

A series of trade activities have been drafted by UKFT for Scotland and proposed to SDI, the first of which is Premiere Vision July 2022. UKFT proposed that SDI provide funding to amplify the UK's message globally and join with our DIT activities.





UKFT member: ACS Clothing

Innovation, R&D & sustainability

Innovation, R&D & sustainability



UKFT/ IBM Innovate UK project

A pilot project to create a data-driven platform, enabling manufacturing supply chain real-time decision-making, effective track & trace & sustainability.

The Sustainable Supply Chain Optimisation (SSCO) project is a Research and Innovation Initiative jointly funded by the UK Government through UK Research and Innovation and Innovate UK. As an industry led fund, UKFT acted as project lead and the project partners were, Tech Data, the Future Fashion Factory (University of Leeds) and IBM. The pilot organisations working with the project were Next, New Look, Laxtons and N brown and H&M (the COS brand).

Update: Following completion of the successful proof of concept we are now sourcing commercial routes to drive access to the platform that offers all stakeholders, from microbusinesses through to large retailers, deliver that data to understand their supply chains more clearly. It will allow them to understand the pinch points and they can use that insight to change their own business models to deliver a more sustainable fashion and textile industry.

We are continuing discussions to expand the reach and capabilities of the technology ensuring the benefit is accessible to the wider UK fashion and textile sector and in particular manufacturing.

At an event in June at IBM's London headquarters we presented our key learnings and innovations from the research.

Further conversations and opportunities for the industry around traceability have arisen from this event surrounding rules of origin and EPR. We will feedback further in the next quarter's report.

Government relations



Government relations

In recent months we have been working proactively to build awareness of the fashion and textiles industry across government and key departments, and have seen a significant uplift in conversation about the industry, both as a whole and requests for information on specific policy and regulatory areas.

This was highlighted when UKFT had the opportunity, with key stakeholders in our sector, to attend a reception held by the Prime Minister and the British Fashion Council for Sustainable Fashion & Textiles, at which the government signalled its intention to support the industry to move to a world-leading sustainable fashion and textiles sector in the UK.

UKFT has been working closely with InnovateUK, the Natural Environment Research Council and the Arts and Humanities Research Council in business case development.

Engagement:

BEIS – We continue to have a close relationship and have fed in intelligence on a variety of issues including skills needs, energy costs, the potential extension of the super deductor and the potential expansion of the Enhanced Capital Allowances scheme.

DIT – see International business report.

DEFRA – Minister Churchill gave the closing address at the Sustainability in UK Textiles Conference in May, signalling the growing relationship we have built with the department, which includes regular meetings to discuss the development of the potential textiles EPR scheme.

DWP – a new engagement, brokered by BEIS, working collaboratively on coordinating industries' skills and careers development needs and matching to local job centres etc.

Scotland – See Scotland report.

Northern Ireland – engagement with Department for Economy is ongoing.

Wales – Engagement with Welsh government on skills and International Trade.

GLA - Met with the Culture team and representatives from the skills and regeneration teams at the GLA to feed into London policy and raise issues for industry.

CreativeUK - UKFT has become a member and has fed into a number of policy areas that they are looking at, including attending a meeting on skills and education with the special advisor to the Secretary of State for Education.

Creative Industries Trade Board - We sit on the Board

which has been developing a new trade strategy for the creative industries.

Creative Industries Council - Co-chaired by the Secretaries of State for DCMS and BEIS and Sir Peter Bazalgette, we have been feeding into a major new Sector Vision strategy for the UK creative industries.

Policy - A snapshot of areas that UKFT has been developing over the last quarter:

Pan-Euromed Convention - Developing briefing notes and data to support a case to the government that the UK should join PEM in order to simplify and add flexibility to Rules of Origin, which would make it easier for UK businesses to trade with the EU.

Switzerland Free Trade Agreement - submission to formal consultation and a position paper to DIT and BEIS.

Post-16 Qualifications at Level 2 and Below Consultation - submission to the review of proposal to reform technical and academic qualifications at level 2 and below.

IPO Design Rights Consultation - submission to highlight the importance of designs to the sector and the need for a low cost flexible approach.

Wrap - Building close working relationship to define how Textiles 2030 can support textile manufacturing.

**Knowledge,
Leadership,
Opportunity**

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