



More  
effective  
skills development

## Fox's Biscuits are doing their BIT for employees

One of the UK's leading food manufacturers embraced some of Pera's business improvement training so wholeheartedly, it helped them win an award. Yorkshire-based Fox's Biscuits won the Train to Gain Consortium Award for 'Best Large Employer' in the county. This was for their enthusiastic approach to Train to Gain, which included the Business Improvement Techniques (BIT) Programme which was delivered by Pera's Midlands and North Business Support Centre.

The company, which has been part of Northern Foods plc since 1977, is well known for the high quality, indulgent biscuits it manufactures under the Fox's brand as well as for a number of leading UK retailers under their own brand names.

As part of the overall BIT Programme, the company committed to training nearly half of its 1100 permanent staff in Business Improvement Techniques NVQ Level 2. They will also take a number of these learners through to Level 3 and eventually they will have the internal capability to train all members of staff.

Immediate improvements were made by employee initiatives across the company following the BIT training, including: waste reduction, machine changeover reductions, operator utilisation, recycling, workplace organisation and packing methods. One project reviewing the biscuit changeovers on a packing line showed a 76% improvement from the logistics viewpoint with significant cost savings.

Employees have independently spoken to the Pera team saying how the training was worthwhile, and many are pleased that this has been followed by additional responsibility and management support.

The training was delivered by Principal Trainer Keith Burton, from the Midlands and North Business Support Centre, who explained that at the end of the BIT Programme the results were presented to local management by the candidates.

The feedback passed on to Pera by the Fox's management team has not just been about the cost savings but the team and personal development of the candidates which had been significant over a short space of time.

Alison Carruthers, Fox's Biscuits Training Manager adds that, 'Pera's outstanding ability to become a key partner with Fox's and show empathy with the learners, some of whom have long been out of a environment to study, has proven priceless; particularly when dates for courses have to change due to business pressures.'

**Contact:**  
**Keith Burton**  
Principal Trainer  
Midlands and North Business Support Centre

[keith.burton@pera.com](mailto:keith.burton@pera.com)

The Midlands and North Business Support Centre is part of the Pera Innovation Network

Pera's outstanding ability to become a key partner with Fox's and show empathy with the learners, some of whom have long been out of a environment to study, has proven priceless.

**Alison Carruthers**  
Training Manager,  
Fox's Biscuits