

New Entrants NEWS

March 2019



National Advice Hub
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Welcome to the March edition of New Entrants News. We have had a very busy few months, delivering numerous events across Scotland including;

- The New Entrants to Farming Gathering
- Planning for the Future roadshow
- Numerous local new entrant workshops
- Creating new fact sheets
- Creating new paper and video case studies

This packed edition will give you a flavour of the various events and signpost you to further information. As well as summarise industry initiatives for joint ventures.



Visit www.fas.scot/new-entrants/ to view the video summarising “The New Entrants Gathering 2019”



New Entrants to Farming “get with the” Programme

There is a network of new entrants across the country at various stages of developing their businesses. You can join in:

- www.facebook.com/NewEntrants
- www.fas.scot/new-entrants/
- Regional workshops

For more info contact Kirsten Williams, Consultant, SAC Consulting, Clifton Road, Turriff, 01888 563333, Kirsten.Williams@sac.co.uk

There are useful free resources on the website too:

- Case studies—learning from the experiences of other new entrants.
- Guidance notes / Fact sheets—benefit from advice tailored to assist new entrants to farming.
- Also see: www.gov.scot/Topics/farmingrural/Agriculture/NewEntrantsToFarming

For further information on workshops in your area please see <https://www.fas.scot/new-entrants/> scan the QRC below.



Land Opportunities

Forest Enterprise Scotland (FES) are now advertising vacant land opportunities on the National Forest Estate (NFE) for entry May 2019 onwards online at: <https://scotland.forestry.gov.uk/supporting/g-rants-and-regulations/farm-woodlands/grazing-opportunities>

These opportunities are spread across 4 of the 5 regions on the NFE, and include a range of land quality, area, and tenure types.

In South Region there are two short-term grazing opportunities for cattle, one in close proximity to forest tourist attractions near Newton Stewart, and another near Pinwherry in South Ayrshire.

In North Region there are five sites, three near Lairg and two close to Dornoch, advertised as 5-year SLDT's. Four of these are predominantly rough grazing on areas of open space within the forest and some are limited to sheep only to preserve archaeology.

In Central Region there are ten sites, eight of which are being offered as 5-year SLDT's. Again there is a mix of land types and sizes, with one of the larger sites near Callander having almost 40 hectares of land and a small general purpose shed on offer.

In West Region there is the opportunity to secure a 5-year SLDT (with option to extend to a 10-year MLDT) on a large hill unit which has a hefted sheep flock.

Stewart Hendry, Agricultural Advisor, Forest Enterprise Scotland says "Applicants are encouraged to read all the information online and familiarise themselves with the sites, and any restrictions on their management, prior to submitting their application forms."

The FONE group is working with other organisations to identify possible opportunities for new entrants on publically owned land, for 2019 there are currently opportunities with,

- Highland Council
Agricultural land extending to 7.57ha (18.7 acres) at Tain.
https://www.highland.gov.uk/downloads/download/1669/croft_arthur_tain
- East Lothian Council
Agricultural land extending to 18.41ha (45.49 acres) at Cockenzie.
https://www.eastlothian.gov.uk/download/downloads/id/28110/4_fields_of_agricultural_land_for_seasonal_cropping_contract_april_to_october_2019.pdf

The Highland Council
Comhairle na Gàidhealtachd

THE HIGHLAND COUNCIL
Industrial & Commercial Property
Development & Infrastructure Service
Glenurquhart Road, Inverness IV3 8AX
Email: Christopher.Horne@highland.gov.uk
Telephone: 01463 703083/703042

**GRAZING LAND
CROFT ARTHUR, TAIN**

TO LET

**AGRICULTURAL LAND EXTENDING TO
7.57 HA (18.7 ACRES) AVAILABLE AS A
WHOLE OR IN TWO LOTS**

**AVAILABLE TO LET ON A 5 YEAR
MODERN LIMITED DURATION TENANCY**

To view all property available for sale, please visit our webpage:
www.highland.gov.uk/property/sales

East Lothian Council

ESTATES
Strategic Asset and Capital Plan Management

For Lease

**4 FIELDS OF AGRICULTURAL LAND FOR SEASONAL
CROPPING CONTRACT (APRIL TO OCTOBER 2019)**
(18.41 hectares (45.49 acres) or thereabouts)

Land adjacent to B6371 at Cockenzie
(At former Cockenzie Power Station site)
Shown on attached aerial photo

Offers over £5,000 per annum are invited

This is intended to be a summary of the information available to the public. It is not intended to be a contract. The full details of the property are available on the council's website. Any information contained in this summary is subject to the accuracy of the information contained in the council's records.



News from the Gathering

The FAS New Entrants to Farming Gathering was held on the 26th February at Murrayfield Stadium. The large crowd gathered to hear the excellent line-up of speakers. As in previous years, the experience, energy and enthusiasm from the speakers resulted in a positive up beat crowd.

Penny Montgomerie, Chief Executive, SAYFC opened the event and encouraged the audience to be brave and to step out of their comfort zones, as well as stressing the importance of building a network.

Andrew Marchant, explained how along with his wife, Aileen they have set up a beef, sheep and deer farm business in Dumfries and Galloway. He said: "You must prove yourself and sell yourself. No-one owes you anything so get out there and earn it. Attitude is key, and stand out from the crowd." He added: "You can do anything if you put your mind to it – we started with nothing. Be open minded and flexible. Don't be scared to take risks – we've made a hell of a lot of mistakes over the years but it's only made us stronger."

Rebecca McEwen, Arnprior Farm highlighted the highs and lows of their on farm diversifications, which offer public both pumpkin picking and lambing experiences. She explained how they have used the central location of the farm as a strength in diversification, but warned the audience that before undertaking diversification to "dissect your business – the good, the bad and the ugly".

Stirling based Robert Taylor, Galbraith updated the audience on opportunities to borrow money, highlighting the requirement to have a professional approach and seek help in business planning.

Landowner Richard Rogers travelled from Wales for the event and explained how he entered into a joint venture with one of his workers, Gethin Roberts, after converting his farm in North Wales from beef and sheep production to dairy. He said "that by giving Gethin a financial share of the dairy herd, he had the drive to push on and improve things for mutual benefit." Gethin added "coming together is a beginning, keeping together is a progress, working together is a success."

Graeme Jarron, who has used his wonky potatoes at his family farm in Forfar to produce the award-winning Ogilvy Vodka, told the audience, "if you always do what you've always done, you'll always have what you've already got."

Our last speaker of the day was SAC Consulting's Kev Bevan who spoke about business preparations for Brexit and what is likely to happen under various scenarios.

"It was fantastic to hear such inspiring stories from our speakers. I hope their diverse range of backgrounds will encourage existing farmers to build resilience in their businesses and spur on others to enter the agricultural industry" said Kirsten Williams, SAC Consulting, chairperson for the day and New Entrants to Farming Programme coordinator.



Photo Diary - #negathering19



L-R
Rebecca McEwen (Arnprior Farm),
Andrew Marchant (Clonhie Farm),
Graeme Jarron (Ogilvy Spirits),

Richard Rogers and Gethin Roberts
(Tre Ifan), Robert Taylor (Galbraith)
and Kev Bevan (SAC Consulting)

L-R
Opening address from Penny
Montgomerie (SAYFC Chief
Executive), Chair Kirsten Williams
And shots of the crowd.



Photo Diary - #negathering19



NFUS Joint Venture Hub

Jenny Brunton, NFUS Policy manager, reports on the NFUS Joint Venture hub.

NFU Scotland believes in a healthy and vibrant industry. An integral part of this are options for use of land. Joint Ventures are an operational structure that allows for young people to start or develop a farming business, but also allows an existing farmer to further develop their business and/or reduce their day to day role on the farm.

The purpose of the Joint Venture Hub is to facilitate collaborative arrangements tailored to suit any specific situation. These arrangements may be as simple or as complex as desired but must be workable for all parties involved. In many cases it is envisaged that the arrangements will evolve overtime, to help develop dynamic, progressive and profitable farm businesses.

The Joint Venture Hub is about trying to help restructure our industry by encouraging young people into farming and bringing new skills, new thinking and the next generation into agriculture. By matching people looking for, and offering, opportunities and providing a service to facilitate workable arrangements.

The Joint Venture Hub is available to both members and non-members of NFUS and aims to allow individuals to find the right option for both themselves and their business. These options include:

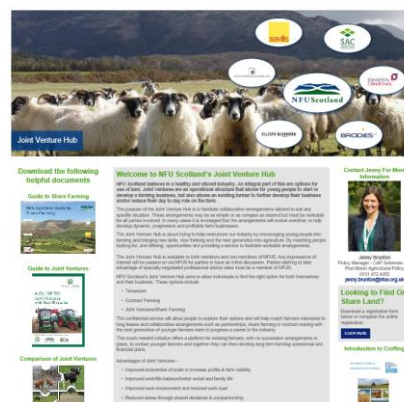
- Tenancies
- Contract Farming
- Joint Ventures/Share Farming

<https://www.nfus.org.uk/policy/joint-venture-hub.aspx>

The confidential service will allow people to explore their options and will help match farmers interested in long leases and collaborative arrangements such as partnerships, share farming or contract rearing with the next generation of younger farmers keen to progress a career in the industry. This much needed initiative offers a platform for existing farmers, with no succession arrangements in place, to contact younger farmers and together they can then develop long term farming operational and financial plans.

Advantages of Joint Ventures –

- Improved economies of scale to increase profits & farm viability
- Improved work/life balance/better social and family life
- Improved work environment and reduced work load
- Reduced stress through shared decisions & companionship
- Improved farm safety
- Reduced investment risk & better decision making
- More efficient use of fixed costs
- Improved use of skills, training & new ideas
- Wealth of experience & knowledge built up over many years



Stephen Young, SAOS project manager reports on the RISS Land Matching Service

The Rural Innovation Support Service (RISS) is supported by European and Scottish Rural Development Programmes. The service provides facilitation for farmers, crofters and rural businesses who have an idea to develop, by drawing in experience from other areas and working towards a plan for funding or development.

This project includes active farmers, new entrants as well as representatives of NFUS, SAYFC, Scottish Land & Estates, The Scottish Land Commission and a land agent.

The starting point for this project is not whether a land matching service is required, work done by the SLC, The James Hutton Institute as well as the FONE (Farming Opportunities for New Entrants) group has highlighted the need. The focus of this group has been on the practicalities of delivering this service. Looking at the key issues faced, learning from other areas of the British Isles as well and looking at potential funding options. The crux of this is to define what works well in other countries and could potentially be replicated in Scotland. Also to scope out what is really needed to drive greater uptake of joint venture, contract and share farming.

When looking at successful models elsewhere there is much to learn on the British Isles, although other similar services are available in other countries (such as New Zealand, Canada and South America) they are probably less relevant. The services listed have several themes in common.

- Independent – trusted advisor role available to both sides
- Active “matching role”, with guidance and support to both sides
- Industry buy-in

- Advice and support on structures
- Highlighting opportunity
- Focussed efforts of whole industry

In terms of delivery the Venture (Wales) system provides most clarity, they have a simple five step process to follow, which lays out the path to a successful conclusion. As with most projects of this type, most participants will want to jump to stage 4, however it is stage 1 & 2 which are most important, interestingly they also create the agreement before deciding whether to be a partnership, Joint Venture etc. This would seem a logical and simple model to follow in Scotland.

1. Taking Stock- assessment
2. Finding the right match
3. Creating a balanced agreement
4. Selecting a legal framework
5. Thinking long term

A fully facilitated land matching service could also act as a focal point for innovative ways of solving issues such as finance with agreements such as “cow-hire” helping to provide livestock to new entrants and reduce the need for large capital sums at the outset.

The key to the potential success will obviously be funding, in other countries there is a mix of private and public funding to enable this service, hopefully in Scotland we can do something similar. Discussions and proposals are being put together currently to try to secure funding to kick start the service and allow it to offer a service to both new entrants and farmers looking for options within their business structure.



Planning for the Future

In collaboration with NFU Scotland and the Scottish Land Commission, we held an extremely successful roadshow on 'Planning for the Future' within the Farm Advisory Service New Entrants to Farming Programme. The roadshow included venues from Orkney down to Edinburgh.



The day started with an introduction to the topic of succession and the potential options for continuing the farming business for generations to come. Following this presentation a 'break-out' session was facilitated, where attendees were encouraged to discuss what succession means for them and what should be covered within a succession plan. The main points taken from the 'break-out' were as follows:

- Communicate. Talk to family members, farm workers, accountant, solicitor, bank and farm advisor to ensure everyone is kept in the loop – make no assumptions!
- Build trust and respect between generations
- Future planning and consider timescales for transitioning the business
- Allow provisions for retirement/step-back from business (financial, health, technical and experience).

Hamish Lean, Shepherd & Wedderburn, covered a range of legal topics surrounding farm business succession, including partnerships, tenancies, contract/share farming arrangements and leaving a business in a trust. The main messages included,

- Ensure you have a will written up, keep it up-to-date;
- Any businesses operating as a partnership should have a partnership agreement drawn up between the business members.
- When passing a tenancy onto the next generation, ensure the correct procedures are followed.
- Take care to ensure contract farming/shared farming agreements are drawn up effectively and are managed appropriately.

Each location had a local accountant, where they explained how tax doesn't need to be a blocker on passing on the farming assets during the lifetime.



Planning for the Future

Cont./

James MacKessack-Leitch, Scottish Land Commission, encouraged attendees to consider options for working with keen new entrants, in particular joint ventures, highlighting several benefits to the current farming business, such as:

- Ability to move towards retirement or scale back farming operations;
- Wish to retain farm asset, but wish to see farm being used productively;
- Pass experience and knowledge to the next generation;
- New business opportunities and skills.

James discussed several ways in which this can be achieved, and discussed share farming, contract farming, partnerships, tenancies and short term leasing as potential options. The Scottish Land Commission have produced a useful document, "A Guide to – Joint Ventures with New Entrants" which is very useful for anyone considering working with new entrants and other farmers.

https://landcommission.gov.scot/wp-content/uploads/2018/06/SLC-JV-GUIDE_v4.pdf

A representative from the NFUS Next Generation Group attended each meeting and talked about their own journeys on to the farming ladder. As well as introducing the NFUS Joint Venture Hub which was launched at AgriScot.

<https://www.nfus.org.uk/policy/joint-venture-hub.aspx>



Key messages from the speakers can be found in the information note

<https://www.fas.scot/downloads/planning-for-the-future-information-note/>

New Entrants to Farming Programme

Following the successful FAS roadshow on Planning for the Future in winter 2019, we have gathered the key take home messages from a range of the speakers.



¹⁵ Succession planning is vital to ensure the smooth transition of a firm business to the next generation to the next. The succession issue is often offered to drift by the firm businesses as it can be an uncomfortable issue to address. It may involve the loss of commercial emotion, family members and difficult situations from people who work closely together. If handled correctly, and at the right time, it can provide continuity for the longer term and increase productivity and enthusiasm for the next generation.

The business owner should act as early as possible during a forward thinking approach about the longer term position of the business and engage a professional adviser in the process. This should provide an independent and objective adviser to help public discussions to assist with the smooth running of the process. This allows the business owner to take the time to think about the future of the business in relation to the life cycle and capital options.



David Young, Senior Advisor to President Obama and Co-CEO

the business as their interests in the business valued and paid out. The key to success is to discuss, plan and implement!



"Whether you are looking to retire or get into farming, facing succession issues or trying to grow your business, there is a joint venture mode that can be adapted to suit your needs and help secure your future. But before embarking on a joint venture, there are two key things to remember: firstly be honest with yourself; are you realistic aspirations for the business, and where could a joint venture help achieve those aims; and secondly, yes, you'll have to share the profit in a joint venture, but crucially you'll also share the risk – having that extra head and pair of hands can be a real advantage." www.farmers.org.uk

share farming provides an opportunity for a close working relationship, intensive feeding, and a method for simulating success, experience, retirement and growth. Can farming be well understood and increasingly common across all sectors in a follow-up series: learn lessons while cultivating specialized abilities on other agreed terms. Common in many farming families, partnerships are great for formalizing success, and they can be used any time to set a business in a sound footing. Thousands provide a number of options to professional standards and benefits, with their rights and responsibilities for all. They are based on legislation – where they are not covered by the Modern Learning (Duration Therapy) bill (DT) for businesses (short-term leasing and learning) is a low-risk option for investors if managed properly, and can give a new entrant a foot in the industry or allow a successful farmer to grow the growth.

Every farm and farmer is different, and there's no such thing as the perfect model, but by understanding what the options are – and getting some good advice – the only real test is your own intuition."

James MacKinnon, chief, Policy Officer, Scottish Land Commission



There are Contract Farming opportunities offer a dynamic, fast-paced business environment, developing and expanding to meet the challenge to grow with intense freedom with existing legislation. These chances also allow more established businesses the chance to refocus on other work streams, maintain core assets or to wind up a desperate facade for the retirement of critical work force. From my own experience these opportunities can be a complete business game changer for those who are willing to work constructively with other like minded businesses. With the right tools such as the *NFLA Joint Venture Hub* I use these opportunities expanding

Mark Donald, Former Chair of HPL's Heat Generation Group and New Centre



"It's never too early to plan for succession. Start by talking to each other and identifying each generation actually wants from succession, look at the business - what is the current position, ownership, borrowing levels, etc. and be honest about this. When talking be fair, have a set agenda and look to having an independent advisor present to keep things around the discussion is on track and resolve if required. There are numerous professionals who should be consulted including your banker."

Planning and communicating is key.

Kirsten Williams, SAC Consulting, Yarrif



Learn from others experiences

Case Studies

We have a huge range of both paper and video case studies available online. These cover various routes in to farming from farm successors, entering through seasonal grazings, tenancies and even joint ventures. These cover a broad range of enterprises and systems these can be found on the FAS website at:

<https://www.fas.scot/inspirational-stories/>



Uggle East Case Study: Jennifer Hall



New Entrants Case Study: Scott Bourman



New Entrants Case Study: William Law



Amy Jo Reid Contract Shepherd

New Entrants to Farming Programme



Case Study

Robbie Stephen



"Take opportunities when you can"

"Go with your heart, it paid off for me"

A short blog ...

Robbie was brought up on a mixed beef and sheep farm in Cairn, Morayshire. After leaving school he started working for several local contractors while still continuing to work on the family farm at weekends. His intention has always been to one day farm himself however the journey the family farm intended him still the opportunity arose to take up this learning on his own. Robbie is a young person to take on the job at Cairn. Approached Robbie with the offer of creating a full time tenancy.

With a business plan constructed, Robbie was finally successful in gaining loan funding from HSBC after being turned down by numerous other banks.

In November 2015 Robbie stopped working full time to take on the 15 year SLT of 100 acres of permanent grassland and rough grazing with a further 24 hectares of seasonal grassland.

The year 2015 went to a disaster. Lancelot tip to produce him his first year with the aim for the majority of the year.

These are times to be set at breeding times at the end of August. The weather can be set on for breeding. Robbie has recently established a stocker herd buying four Great British heifers, with the intention of gradually increasing cow numbers.

Robbie has taken on additional winter grass.

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Joint Ventures for Landowners and New Farmers



Case Study

Jade Brown

"Helping out the neighbours"

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Forest Enterprise Scotland's release of land gives New Entrants a start in farming

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New Entrants to Farming Programme



Case Study

Elie May Bovill



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News from the groups

Hazel Laughton updates on the Lanarkshire Group

Tomorrows World Today

The Lanarkshire New Entrants to Farming group met in December to focus on some of technology available to support the beef, sheep and grassland sectors to improve productivity and profitability.

The meeting was opened, by facilitator Hazel Laughton who, gave a brief overview of cattle EID regulations which will be coming into force through a phased approach over the next few years. This will improve the speed and accuracy of traceability, assisting with disease control.

Sion Williams, Farm Manager Buccleuch Estate explained the technology that he is currently using, including the Smaxtec boluses. These are inserted into the cows rumen, data is transmitted to a base station which is located at the water troughs. The base station has a 10m range and downloads data every time the cow comes to the trough. The bolus monitors patterns within the cow and detects changes in the pattern or her temperature which is a sign of them coming into heat, or preparing to calf, this is all picked up on Sion's mobile phone. The cost has been £10/cow/year, Sion finds this information hugely valuable in raising both his technical and financial performance.

Lanark based SAC Consultant, Jennifer Struthers then discussed the benefits of GPS technology for soil sampling. This is collected via a grid or zone basis and collects 4 samples per hectare which consists of 12 sub samples to allow for high accuracy. Once analysed, the results file can then be "plugged" into a variable rate spreader to target areas appropriately.

Nicola Lambe, SRUC sheep geneticist gave an overview of the technologies being used at Kirkton including, EID, precision tech vs conventional labour, feed efficiency trial work and CT scanning.



The key messages from the meeting were:

- Cattle EID will start being phased in on Scottish holdings from January 2020, with all calves requiring an EID tag from that point.
- A cows temperature will drop by 0.5 a degree, 12 hours before calving which can be picked up and notified by bolus technology.
- One of the most recent trials at Kirkton SRUC research centre concluded that there are large labour savings to be made using precision EID technology over conventional manual labour – increasing net profit margins by £4/ewe (£3,600 over a 900 ewe flock).
- GPS soil sampling can have lime savings but more important ensures the soil receives the correct amount to avoid over liming which can improve production.



News from the groups

Robert Ramsay updates on the Ayrshire Group

Livestock Record Keeping

The evening workshop focussed on livestock record keeping as well as hearing a success story from a new entrant farming family.

The workshop began with local SGRPID Agricultural Officers giving a presentation to the participants based on 'What to expect at a livestock inspection'.

The presentation explained the regulations, the importance of record keeping, correctly documenting movements and the physical/record check procedure during the on farm inspection. Key points included,

Sheep

- Make sure all bought in sheep EID is shown on Scot EID, good idea to read all bought in sheep.
- Record all show on/off moves yourself
- English markets/slaughterhouses don't do the movements for you
- Do not use slaughter tags on cast ewes
- Record annual inventory figure in sheep records and return form in December



Cattle

- English markets/slaughterhouses don't do the movements for you
- Make sure Scot Moves is up to date
- Do not have passports for dead/missing animals on your farm

Success Story

Following on from the livestock record keeping theme, the group heard from new entrant farmer, Michael Burns who farms along side his wife Fiona and their three children at Glenside Farm, Kirkmichael.

Michael explained the families farming journey as a new entrant. The couple successfully gained the 10 year tenancy from the National Forest Estate Starter Farms Programme in 2013.

Michael gave an insight into the farming set up, where they started, where they are now 5 years in and what the future goals are at the end of their 10 year tenancy.

The key notes from Michael to other new entrants included:

- Stay positive
- Know your business inside out
- If you keep trying you will achieve what you aim for.

New Entrants to Farming Programme



Case Study
Michael and Fiona Burns

Pragmatism Coated with Enthusiasm and Determination

A short blog...

Michael and Fiona are enjoying their first year farming their 11.6 hectare tenancy at Glenside Farm (plus 62 ha seasonal let), with their two young children, Katie and Robert.

Both Michael and Fiona are from farming families, and have spent the last seven years working towards securing a farm tenancy. A Forestry Commission Starter Farm Tenancy became available for tender in March 2013, and they jumped at the chance.

They submitted a business plan in April 2013 before being selected for interview in June. The couple found out two weeks later that they had been successful - moving into the Ayrshire farmhouse in September to begin their 10 year tenancy.

Since this time they have built up a flock of 250 Blackface and Cheviot cross breeding ewes, along with 8 Lincolns and 18 Galloway cattle on the grassland unit.

It has been a juggling act with the farm, a young family and Michael keeping on his full time job. Both Michael and Fiona work on the farm part-time and work in partnership.

What is your main motivation to farm?

It is a good lifestyle for the family and we have our own personal goal to establish a successful farm business.

"Don't be discouraged if you are knocked back, follow your dreams and keep motivated."



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