



# the Source

July/Aug 2016 #GettingBusinessDone

[gatwickdiamondbusiness.com](http://gatwickdiamondbusiness.com)



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When I started to write this we were just days away from the EU Referendum.

I started off by setting out the following:

*It's been just a few weeks since Britain voted to (remain in/leave) the EU.*

*That decision to (remain/leave) has brought us a great opportunity to (be at the heart of Europe, driving change/ explore great opportunities to be a true global player). On the back of the vote we have seen the value of the Pound (soar/plummet) affecting the costs of doing business both in this country & abroad.*

With that uncertainty in mind, I decided to slightly delay publication of the

Source so that I could write this introduction on the day after the Referendum.

And now I sit at my desk feeling apprehensive. The Pound & the Stock Market have fallen, the PM has announced his resignation, the SNP want another go at independence for Scotland and the Leader of the Opposition is in a fragile place.

In real terms, there is a need for a short period of calm reflection. I don't believe an emergency Budget or any other knee-jerk reaction will be helpful as most businesses I meet just want to get on with their business.

Our AGM took place on the 'morning after the night before' so, as you can imagine, the event was dominated by the results of the Referendum. The initial mood was quite low but I believe we now have to get on with making the best of what we have.

This organisation has the reach and the profile to influence what happens so we have to understand what you, the members, need to happen over the next few weeks, months & years.

We need stability, we need a plan and we need strong leadership.

The gdb Speakers Conference in October will help you understand

the impact of the Referendum on your business.

In the more immediate term, however, we will continue to bring you a smorgasbord of networking events to help build your network of contacts across the region.

In other news, you'll see that our team is shortly going to be back up to full strength and I look forward to working with new people, to deliver to you the best networking opportunities and events we possibly can.

Please let me know if there is anything we can do to help you build your business connections.

I look forward to working with you soon

Or (with thanks to Google Translate)  
Je me réjouis de travailler avec vous bientôt,  
Ich freue mich darauf, mit Ihnen bald zu arbeiten,  
Espero trabajar contigo pronto,  
Mimi kuangalia mbele kufanya kazi na wewe hivi karibuni,  
Ανυπομονώ να συνεργαστώ μαζί σας σύντομα

## Previous Meetings & Events:

### May / June

The past two month's meetings were:

**Elevenes & Networking hosted by Harwoods Jaguar Land Rover**  
[www.harwoods.uk.com](http://www.harwoods.uk.com)

**The gdb Annual General Meeting & Members Meeting hosted by Hilton Hotel London Gatwick with Kreston Reeves & Spofforths**  
[www.hilton.co.uk](http://www.hilton.co.uk)  
[www.krestonreeves.com](http://www.krestonreeves.com)  
[www.spofforths.co.uk](http://www.spofforths.co.uk)

**Networking at Ease hosted by Hilton Hotel London Gatwick**  
[www.hilton.co.uk](http://www.hilton.co.uk)

**Afternoon Tea hosted by Pelham House**  
[www.pelhamhouse.com](http://www.pelhamhouse.com)

**Express Lunch hosted by The Arora Hotel Gatwick Crawley**  
[www.arorahotels.com](http://www.arorahotels.com)

**May Members Meeting hosted by Holiday Inn Gatwick with McCrudden Training**  
[www.higatwickairport.com](http://www.higatwickairport.com)  
[www.mccrudden-training.co.uk](http://www.mccrudden-training.co.uk)

**Express Lunch hosted by Courtyard by Marriott Hotel - London Gatwick Airport**  
[www.courtyardgatwickairport.co.uk](http://www.courtyardgatwickairport.co.uk)

**Networking at Ease hosted by Sofitel London Gatwick**  
[www.sofitel.com](http://www.sofitel.com)

**Pastries & Networking hosted by Spofforths LLP**  
[www.spofforths.co.uk](http://www.spofforths.co.uk)

All of these events were very well attended and presented great opportunities for Members and others to gain new contacts.



Are you a local business looking to gain new clients or maybe a start-up in need of some real business advice? Whatever the reason, the Target Business Expo and gdb Speakers Conference should be the most important date in your diary.

This business to business exhibition is a unique event bringing together organisations from a range of sectors from Insurance to HR to Design and Vehicle leasing.

Over 140 exhibitors will be available to discuss their products and services directly with you.

Purchase a ticket for the gdb Speakers Conference, hear from three outstanding speakers and have the opportunity to meet and discuss your business issues over lunch.

# DAILY EVENTS

## NETWORKING BREAKFAST (Tickets available from gdb in advance)

08.15 NETWORKING BREAKFAST | Hosted by Gatwick Diamond Business

## FREE SEMINARS

11.00 The March of Technology Seminar | By John Berry of TimelessTime

13.00 Speaking in Public Seminar | By Ges Ray

## gdb SPEAKERS CONFERENCE

(For the full conference timetable, please see the event website. Tickets purchased in advance through gdb)

11.30 Lara Morgan 12.15 Geoff Meade 13.45 Rt Hon Lord Andrew Adonis

Target Business Expo is free to attend to all visitors and offers a wealth of information and advice, products and services to all businesses large and small. Please book your stand early to avoid disappointment.

Tickets for the Networking Breakfast and gdb Speakers Conference must be purchased through gdb in advance.

Gatwick Diamond Business | 01293 440088

www.gatwickdiamondbusiness.com



THE TARGET BUSINESS EXPO AND gdb SPEAKERS CONFERENCE. K2, PEASE POTTAGE HILL, CRAWLEY RH11 9BQ  
**20TH OCTOBER 2016**  
FOR MORE INFORMATION CALL TARGET IN 1  
**01293773021**  
targetbusinessexpo.co.uk



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## gdb – The Car

The latest iteration for the gdb Car uses a technique that I've never seen before; & neither had PVL!

When we met to discuss how the car might be wrapped, the suggestion was made to try to render our logo in 3D under the wrap. This got me thinking about how we could further express what we do & the phrase "building business connections" came to mind, coupled with an image of children's building blocks (several brands are available).

As you can see from the pictures (& if you see the car itself) I'm sure you will agree it's very striking. That imagery has been continued on to the website. For more on PVL and their extraordinary capabilities for your vehicle, visit [www.pvluk.com](http://www.pvluk.com)



## gdb-Team News



I am delighted that we have been able to promote Sally Brown to the role of Office & Events Manager with gdb. Sally has been with us for just over 5 years, starting out as a part-time membership Executive & has been invaluable to us.

With recent departures, our workload has risen but Sally has worked hard to keep

up the delivery of events and our other services. We will shortly be joined by two new members to the team and you will get to meet them at our Summer events and in the September Source Magazine.

Mandi Lloyd will be our new Membership Development Executive while Shelby Beeden is our third

Apprentice. I am sure you will make them welcome as they settle into their roles and contribute to helping you build your business connections.

Finally, I have to acknowledge Val Taylor who has stepped in to help us maintain the events programme & keep the office on track.

## Business Leaders show support for Gatwick Second Runway

Representatives from 36 Business Groups based across the region presented a letter to the PM stating why Gatwick is the right location for the next Runway.

The letter was presented by

- Jeremy Taylor, CEO, Gatwick Diamond Business
- Dean Orgill, Chairman, Brighton & Hove Economic Partnership
- Paul Roe, President, Crawley and Gatwick Chamber of Commerce
- Trevor Morgan, Croydon Business Improvement District
- Brett North, Crawley businessman
- Yvonne Prior, Horley Resident

The 36 Groups have a combined membership in excess of 15,000 businesses who, it is estimated, employ over 100,000 people.

These groups, the businesses and their employees live and work in villages, towns and cities from South London to the South Coast and so they understand the impact of a second runway alongside the economic and societal benefits.



The group was also joined by a representative of the community. Retired airport worker Yvonne Prior, who worked in the Route Development Team, helps to run a highly popular community Facebook group ([www.facebook.com/GatwickRunway2](http://www.facebook.com/GatwickRunway2)) supporting the Runway.

Yvonne said: "For many people who live and work in the region, Gatwick is a vital employer. Whether you are in an airport job or not, there

is a huge benefit to having this Airport on our doorstep and the second runway will only bring more benefits to the area.

"That view is supported by over 2,600 people who are a part of the Facebook group. That's more than the combined support for all of the groups who oppose the runway. "It's about time the MPs and other politicians realised that their constituents want a second runway at Gatwick."

## Targetin1 Expo & gdb Speakers Conference



For 2016, Target Business Expo and gdb have joined forces to bring to you three incredible business events all in one place on one day.

This unique day offers delegates the opportunity to network with a diverse range of organisations from all sectors from Insurance and HR to Design and Recruitment, as well as attending a ticket only professional speakers conference.

You can get a head start on your networking and book to attend the gdb Networking Breakfast from 8.15am. Tickets will be £15 +vat for gdb Members or £20 (+vat) for non-members; please call 01293 440088

Doors to the exhibition open to visitors 10am and close at 4pm. Reserve your visitors pass today and let the Target Business Exhibition be the destination for your business to grow and prosper.

Visit [www.targetbusinessexpo.co.uk](http://www.targetbusinessexpo.co.uk) to book your stand or to attend.

The inaugural gdb Speakers Conference will allow you to hear from three outstanding speakers, as well as have the opportunity to meet & discuss your business issues over lunch.

Tickets, including buffet lunch, are: £75 plus VAT: gdb Member Ticket £95 plus VAT: non-Member Ticket

### Timings

- 11.00 - Registration & coffee
- 11.30 - Speaking on Business & Entrepreneurship - Lara Morgan
- 12.15 - Speaking on Europe & the EU - Geoff Meade MBE
- 13.00 - lunch
- 13.45 - Speaking on Transport & Infrastructure - Rt Hon Lord Andrew Adonis
- 14.30 - Closing questions and comments

To book your place(s) at the gdb Speakers Conference, please call us on 01293 440088

### Sponsors



University of Brighton



Lara Morgan is most widely known for building her own global leading brand licensing business, Pacific Direct over the course of seventeen years before selling a majority share for holding of the company for £20 million.



Geoff Meade was Europe Editor of the Press Association for 35 years, a popular and well known member of the Brussels press corps.



Both as advisor and then minister, Andrew Adonis was a key architect of Tony Blair's public service reforms in education, health, local government, policing and transport.

## gdb-AGM

The 2016 Annual General Meeting was hosted by the Hilton London Gatwick and co-hosted by Kreston Reeves with Spofforths.

The previous year's financial and operational performance were discussed and the members of the Executive Council were formally approved by the Meeting.

The new Executive Council Members for 2016/17 were agreed:

- Georgina Angele, [www.lovelocaljobs.com](http://www.lovelocaljobs.com)
- Nick Broom, PVL
- Andrew Hookway, Extech Ltd
- Anya Ledwith, ESHCon Ltd
- Brett North, Elekta
- David Montgomery, Kingston Smith LLP
- Simon Pringle, Red River Software

- Debra Vice-Holt, University of Brighton
- Director - John Peel, Marsc Ltd
- Treasurer - Matthew Tyson, Richard Place Dobson

After 11 years of great service, Keith Pordum stood down from the Council. During his time, he has been Chairman and Director giving great service. The Chairman also thanked Guy Hilton & Penina Shepherd who stood down from the Executive this year, along with our co-optees for 2015/16, Alison Addy, John Jory & Gwyn Price.

After the AGM the keynote speech was given by Matt Wood, Network Director with Norwegian.



## Gatwick marks busiest-ever May by opening new Pier 1 – the airport's biggest single investment since new ownership

Gatwick marked its busiest-ever May (+5.8%) by launching its new Pier 1 facility – one of the largest projects the airport has ever undertaken (£186million) – which houses an entirely new baggage system for the South Terminal and state-of-the-art passenger gate rooms with views across the runway.

The new 'operationally excellent' facility replaces the old Pier 1 - which was originally opened by the Queen in 1958 - now also contains the airport's first early bag store. The bag store allows up to 2600 bags to be checked up to 18 hours before departure – an initiative that improves convenience for passengers and also reduces queues by spreading out check-in times.

Four new taxiways have also been constructed – reducing delays on the airfield – with new dual boarding facilities reducing queues at the passenger gates. A new lounge for premium passengers sits on top of the new Pier and boasts panoramic views across the airfield.

Stewart Wingate, Gatwick CEO, said: "Our new Pier 1 supports Gatwick's mission to become London's airport of choice and helps the airport on its journey to become one of the most efficient in the world.

"These new state-of-the-art facilities make it easy for airlines to choose Gatwick as an operating base and means our passengers will enjoy even better customer service.

"It is just this kind of efficiency that Gatwick would roll out en masse if we get the green light to expand. The UK must realise the potential of expansion and choose a second runway at Gatwick because it is the only option that can actually be delivered."

Croydon MP, Steve Reed, officially launched the new pier today and said: "I'm delighted to open this fantastic new facility and celebrate the hard work and dedication that has gone into making it a reality."



"Gatwick plays a vital role across the region and expansion would help accelerate Croydon's potential as the growth engine of South London. I look forward to hearing a decision soon in favour of building a new runway."

More than a quarter of a million passengers flew from Gatwick to destinations in North America in May – with a significant number taking advantage of the new 28 weekly flight schedule WestJet launched at the start of the month. The month's figures took Gatwick's moving annual total passenger numbers to 41,123,000 – a new world record for a single runway airport.

## Next chapter in Gatwick's low cost long haul revolution starts this weekend with twenty eight weekly flights to Canada

WestJet – Canada's second largest airline – is the latest to add to Gatwick's long haul revolution by launching 28 weekly low cost flights to six Canadian cities from the airport this weekend.

One way fares to Toronto, St John's, Vancouver, Calgary, Edmonton and Winnipeg are all currently available from between £150 and £178, all in.

Daily services will leave Gatwick for Toronto and St John's, six a week will service Vancouver, five Calgary, two will leave for Edmonton, and the only non-stop transatlantic service Winnipeg will fly from Gatwick once a week.

Each aircraft will also carry cargo so UK exporters can benefit from fast and regular access to markets across Canada.

Stewart Wingate, Chief Executive Officer, Gatwick Airport, said: "We welcome WestJet – one of the world's most respected airlines to Gatwick. WestJet prides itself on offering its passengers a high quality service at very competitive prices.

"Gatwick's twenty eight new weekly flights to Canada provide a significant boost to the competitiveness of the UK transatlantic

market. This competition can only be good for UK consumers enjoy who will benefit from an increased range of destinations at affordable prices, while enjoying WestJet's renowned commitment to great service."

Gregg Saretsky, Chief Executive Officer, WestJet said: "The launch of wide-body transatlantic service this weekend ushers in a new era in the history of WestJet. From humble beginnings as a regional airline serving five destinations in Western Canada, we have grown to become a truly international carrier in just two decades, now taking Canadians across the North Atlantic to visit family and friends in London and beyond.

Our low-fare, high-care service, combined with our caring, people-driven approach, continues to win new guests in every new part of the world we serve. I thank more than 11,000 WestJetters as well as our loyal guests for making this remarkable milestone a reality."

Gordon Campbell, Canada's High Commissioner to the United Kingdom, said: "We are so pleased to see the introduction of the new WestJet routes from Gatwick. They will give even more of our British friends the chance to explore Canada's incredible sights from coast to coast."



With the exception of flights from St. John's, which will operate on one of the airline's Boeing Next-Generation 737s, all Gatwick flights will be operated by WestJet's 767-300 extended-range aircraft. Each aircraft seats 262 passengers and has a range of approximately 11 hours. The main cabin has 238 seats, with 24 premium seats in a two-by-two-by-two configuration. All 767s are also equipped with WestJet Connect, the airline's new inflight entertainment and wireless connectivity system.

## ABC Worksafe

When Paul Lane, founder of ABC Worksafe, was called to help train The Good Care Group's live-in carers in essential first aid, he didn't expect to be doing it in sunny Spain.

But expats have turned out to be a lifeline for many elderly and disabled people in the UK, who might otherwise be denied the dignity of continuing to live independently in their own homes. Many of them mature women, they help The Good Care Group look after around 250 clients a month, commuting regularly between their companions in England and permanent homes on the Costas.

And since the Group established a permanent recruitment office in Spain, Paul, too, has been clocking up the air miles, delivering First Aid and CPR skills to new members of the team.

Worthing and Burgess Hill-based ABC Worksafe began working with The Good Care Group when it launched in 2010 and has since trained close on 1,500 staff in

life-saving procedures that go beyond the basic requirements of the Care Certificate.

"What we liked about ABC Worksafe was that Paul took the time to understand our business model and applied the training programme to meet its needs," said the Group's director of operations, Dominique Kent.

"Paul is very particular and the people he has on his team operate to the same level. That's very important to us – we do not ever want to risk training integrity."

Paul, who established ABC Worksafe to deliver workplace-based first aid, following a career in the ambulance service, said: "We've worked with The Good Care Group from its inception and seen it grow to become one of the most respected live-in care providers in the UK. We're pleased to have been able to make that journey with them... one that took me to all the way to Spain – somewhere I'd never expected to be delivering first aid."

Contact: 01903 911943



## Avensys



Avensys Ltd is the leading Audio Visual specialist in the South East based in Crawley, West Sussex. The award winning business operates in three core areas; Commercial, Live Events and Retail with a destination superstore showcasing the latest Audio Visual and Home Appliance technology.

Avensys has been supporting Matthews Friends through charity events, fundraising and being the companies' chosen charity for over 10 years. Working on a variety of fundraising activities, Avensys have supported exclusive cooking evenings in store to Live Event Management of the charities annual fundraising ball. Avensys has been proud to see the charity grow and expand into the successful organisation it has become today.

Markus Wood, Managing Director said 'Our relationship with Matthews Friends has

given us the opportunity to demonstrate our corporate responsibility within the community and we've had some great times with everyone involved. We especially loved having Matthew, his Mum Emma and charity patron Tony Tobin open our retail store in September 2014. We're delighted to help support the Endurance Limits Ocean Rowing Team in the Great Pacific Race 2016 with a GoPro camera and every accessory they could need, from battery packs to dive housing – we wish them the very best of British and will be watching their progress with much interest.'

For more information about the race team, the race and the sponsors go to <http://www.endurancelimits.net>. To sponsor the team go to <https://www.justgiving.com/fundraising/endurancelimitsMF>

## Eurovans

The ability to convert, aftersales, image and strong residual values were all important factors when it came to the Blind Veterans UK replacing their fleet. Established in 1915 the charity provides support for all veterans adjusting to sight loss.

Their new Volkswagen Shuttle's will get used at the charities 3 sites, Brighton, Llandudno and Sheffield. All were fitted with retractable steps, grab handles and 3 were converted for wheelchair access.

Both Chris Kirk and Gary Norman of the charity (Transport Manager & Deputy Transport Manager) commented; "Working with Volkswagen we have not only been able to select the right vehicles to suit our transport needs, but also safeguard our investment through the brand's excellent residual values and low whole life costs. Volkswagen's aftersales service was also key to our decision. We have received superb service from our local Van Centre, Eurovans in Crawley, and this was another reason for us staying loyal to the brand."

A group of staff from the Blind Veterans are aiming high with the 3 Peaks Challenge in September this year where they will climb Ben Nevis, Scafell Pike and Snowdon within 24 hours.

[www.eurovans.co.uk](http://www.eurovans.co.uk)

## A Convention of a Different Kind...



This year saw a record attendance at the seventh ACUMEN BUSINESS CONVENTION held at The Grand, Brighton on 10th May with prestigious Speakers, fascinating workshops, abundant networking opportunities with over 250 CEO's not to mention selfies with a life size zebra! Plus an Amazon Fire complete with zebra case as a prize for photo bingo (aka Phingo!)

Guests were greeted by four dancers in full zebra outfits and spectacular face paintings. Already the crowd was buzzing and as every year there was plenty of Acumen magic!

Ibrahim Mikhail, a Commercial Solicitor who heads our Gatwick Office as well as charismatically comperes our conventions, got interrupted by a flash mob singing a rendition of 'Help' by the Beatles,

personalised for all the Sponsors, and continued to wow the crowd with more song and dancing zebras!

Linzi Boyd, Author of Brand Famous and Kevin Byrne, Founder of Checktrade both gave inspiring and thought provoking talks. The ever popular Workshops proved invaluable to the delegates. The twitter feed was live on screen with #Acumen trending all day.

The founder of ACUMEN BUSINESS LAW, Penina Shepherd, also gave a powerful and inspiring talk on The Freedom of Revolution (the title of her new book) and how to relinquish your business shackles and shift your business to another dimension. Penina said, "It was so exciting for me to be able to announce my new book in front of so many

esteemed business leaders. The convention and its guests every year are revolutionary and the talks provided by all the speakers were all really aligned which was wonderful."

The keynote Speaker, Lord Karan Bilimoria, Founder of Cobra Beer, told the fascinating story of the Cobra brand, leadership, entrepreneurship, and UK/India relations, with a Q&A session.

Finally the drinks reception gave all a chance to catch up on the days' excitement bringing the ACUMEN BUSINESS CONVENTION 2016 to a close. Roll on 2017!

For more contact:  
[creative@acumenbusinesslaw.co.uk](mailto:creative@acumenbusinesslaw.co.uk)  
[www.acumenbusinesslaw.co.uk](http://www.acumenbusinesslaw.co.uk)

## Harwoods Group

In 2017 Harwoods Group will relocate their Crawley Jaguar Land Rover business to a new site acquired in Manor Royal on the corner of Faraday Road and Manor Royal. The growth aspirations of the Jaguar Land Rover brands which aim to see global volumes reach near 1m vehicles and UK volumes climb from 55,000 in 2015 to 100,000 by 2020 meant that it was necessary for Harwoods to relocate and scale up for increased vehicle delivery capacities.

The new site will bring many benefits operationally and economically for Harwoods and for the local area. The new five acre site will enable Harwoods to grow the business from a budgeted 1,100 new and used vehicle sales in 2016 up to 1,800 new and used sales in 2020. Operating sales and aftersales on one site will improve internal communications and service delivery to our customers. The

Crawley development will be a flagship site for both Jaguar Land Rover and Harwoods and will become a hub for major fleet sales and sales to local business owners. It is expected that the expansion of the business will create at least another 30 jobs by 2020 with average salaries in excess of £35,000 per annum.

The new site has been designed in accordance with Jaguar Land Rover's latest corporate identity, the so-called ARCH concept, which features a stunning sunshine grey cladding, frameless glazing and a comfortable, welcoming and modern interior design commensurate with today's consumer expectations. A drive-through service drop off facility and barista bar are two examples of how we are modifying our customer experience to be more customer centric.

[www.harwoods.uk.com](http://www.harwoods.uk.com)



## What's your #Moetmoment?

Glasses full of bubbles were fizzing and corks were popping and flying everywhere at the exclusive Radio rooftop bar at the ME Hotel on The Strand recently.

#MOETMOMENT and 'Taste the Now' are ingeniously headlining the promotion of Moët & Chandon's Ice Impérial and Ice Impérial Rosé brands, launching their new global marketing campaign.

As the first and only rosé champagne especially created to be enjoyed on ice, local business and GDBA member PSD Ice Art were commissioned to carve a very glamorous and contemporary champagne

ice bucket, actually sculpted from ice itself, for the new champagne bottles to chill in. The bucket had two large handles on the side and they intricately carved Moët & Chandon's key messages on the front.

Plus that's not all, as the creative team at PSD Ice Art also worked on another exciting ice sculpting project for Moët & Chandon, again in London, but this time at the Madison Rooftop Bar near St Pauls. Percy Salazar-Diaz and his team sculpted a series of incredible ice letter blocks, which were beautifully lit up to showcase the Moët & Chandon brand name and the champagne itself.



If you have an event coming up soon and need some inspiration please contact Nicky Salazar, PSD Ice Art [nicky@psdiceart.co.uk](mailto:nicky@psdiceart.co.uk) call 01342 835348 or if you want to know more or visit [www.psdiceart.co.uk](http://www.psdiceart.co.uk)

## IT Document Solutions are delighted with the new Toshiba Multifunction Print Technology

In response to the growing demand for customisable multifunction printing systems that are easy to integrate with business workflows, Toshiba TEC has launched twelve new A3 models. Reliable, versatile and ideal for use in busy office environments, all of the new models benefit from Toshiba's latest e-BRIDGE Next controller technology complemented by a large tablet-style user interface that offers intuitive operation.

The latest devices deliver on Toshiba's promise of Together Information - its commitment to collaborate with clients to provide tailored, cost-effective solutions that meet their print, document management and content needs while helping them to meet their green objectives.

ITDS Director Jermaine Weeden is delighted that Toshiba have made such an impressive statement of intent within

the dramatically changing office document solutions market place.

Jermaine said: "with print volumes set to decrease it's important to have a range of devices which offer an intuitive dynamic user interface which allows clients to add applications and required security. The general office business requirement continues to change, data capture, indexing, storage and retrieval has become as important as print quality and speed. Toshiba can now compete on all levels with dual scan document feeders, 9" tablet style user interface, and the latest e-BRIDGE Next controller technology."

IT Document Solutions is a trusted provider of managed print and document solutions to businesses across the UK. The company provides a structured and transparent approach to the printing and management of

documents to reduce costs, reduce waste, and improve efficiency.

To learn more about IT Document Solutions or the New Toshiba Technology please contact:

[Jermaine.weeden@itdocumentsolutions.com](mailto:Jermaine.weeden@itdocumentsolutions.com) or call 0207 101 0096



## Freedom Leisure joins McCrudden Training to fast track leisure leaders

Freedom Leisure, the South East's leading not-for-profit leisure trust, teamed up with brain-friendly trainers, McCrudden Training to create a bespoke Leadership Academy for their managers.

Fourteen managers were selected for the eight-month leadership training programme, designed and delivered by Nicky McCrudden, managing director of McCrudden Training.

The Leadership Academy included training, coaching, action learning and a project to re-design staff appraisal and performance management paperwork.

Freedom Leisure currently manages 52 leisure and entertainment facilities and employs 2500 full and part time staff in Sussex, Surrey, Kent, Worcestershire and Powys.

Nicky McCrudden, who established McCrudden Training in 2005, added: "It's been exciting for me to work with Freedom Leisure and the reaction to the Academy has been fantastic. The full impact of the programme is currently being evaluated but there are already examples of management embracing the training and proactively bringing forward ideas to save money and drive productivity."



For more information about how brain-friendly management training could develop your organisation, call McCrudden Training on 01293 230236 or email [nicky@mccrudden-training.co.uk](mailto:nicky@mccrudden-training.co.uk)

## Manor Royal BID Leads the Way with £270,000 Project

Getting lost when navigating around Manor Royal Business District should be a thing of the past thanks to the completion of an iconic £270,000 wayfinding project delivered by the Manor Royal BID and its partners. Following a complex planning process, 136 new signs have been erected around the business district, making it more welcoming for both vehicle users and pedestrians.

The modern signs include monoliths at the key entrance ways, vertical road markers, pedestrian map boards and contemporary colour-coded street name signs. Distinctive lamp-post banners have also been placed along the main avenues.

The work resulted from a detailed Wayfinding Strategy, commissioned by the BID in 2014, in response to a need to improve the business district's signage. The signage strategy and design was produced by wayfinding consultants DesignJD. Installation has been undertaken during the past six weeks and has involved Manor Royal based companies Fast Signs and Signs Express, alongside West Sussex based SSE Enterprise and Model.

In addition to the £90,000 funding from the BID Levy paid by Manor Royal companies, a

further £150,000 was contributed by West Sussex County Council and £30,000 by Crawley Borough Council.

Steve Sawyer, Executive Director of the Manor Royal BID said: "The Manor Royal BID is now into its fourth year during which time a number of significant improvements have been delivered. Our aim has been to create a suite of iconic yet functional signs as part of our overall visual identity for Manor Royal Business District. This landmark project is one of the highlights of our achievements to date."

West Sussex County Council's Leader, Louise Goldsmith, said: "West Sussex County Council is fully committed to being a champion for the diverse and highly productive West Sussex economy. Manor Royal Business District is a vital source of jobs and wealth both for Crawley and the wider area. Our support of this project, and the Manor Royal BID, is a clear demonstration of our commitment."

Councillor Peter Smith, Cabinet member for Planning and Economic Development, said: "We have long recognised the importance of the Manor Royal Business District for



the significant contribution it makes to the local economy. The introduction of new signage and wayfinding is part of a shared effort to make sure the Business District is well-branded and easy to navigate. We are pleased to have worked alongside the Manor Royal BID to achieve this."

The Manor Royal BID, which has been set-up and run by local businesses, is the largest of its kind in the UK. Discover more online at [www.manorroyal.org](http://www.manorroyal.org).

## Kreston Reeves and Spofforths

Kreston Reeves and Spofforths have merged with effect from 1 June 2016, creating one of the largest accountancy and financial advisory firms in the South East from two of its longest established practices.

The firm now has 50 partners and more than 450 staff, spread across 10 locations in London and the South East. Kreston Reeves' Management Board includes Nigel Fright as Managing Partner, Andrew Griggs as Senior Partner, Clive Stevens, the firm's existing Chairman and David Hurst, Partner and Managing Director of Kreston Reeves Financial Planning. They will be joined by Richard Spofforth and Bryan Elkins from Spofforths on the board of the wider firm.

The merger will result in a new firm with greater breadth and depth to meet clients' needs, right across the spectrum from business advisory, through to tax and audit, to wealth management. It will also provide a stronger base upon which to develop a range of new services to meet changing business needs.

Nigel Fright, Managing Partner of Kreston Reeves, said: "We are delighted to confirm the legal completion of this merger. Spofforths



is a successful firm that shares our values and strong personal commitment to clients. By joining forces with a firm very similar to us in outlook, culture and ambition, we'll be creating an organisation that will further enhance the services and expertise we are able to offer our clients as well as presenting further opportunities for all our people.

Richard Spofforth, said: "We're delighted to be part of Kreston Reeves and are already working on integrating our teams. Spofforths has been a respected name in Sussex for accounting, business and financial advice over many years, so we will be using a transitional period to combine the strengths of each firm,

across all our locations, in a way which looks after the best interests of clients and staff.

We are all looking forward to building a strong firm for the future that operates as an integrated Kreston Reeves – and which responds to all the changes going into 2017 and beyond".

For further information please contact:

Andrew Pincott  
Director of Business Development and Marketing, Kreston Reeves  
0330 124 1399  
[andrew.pincott@krestonreeves.com](mailto:andrew.pincott@krestonreeves.com)

## SHW Agency shifts 2.23million sq ft of Business Space in 2015/16 - that's a whole lot of building!

End-of-year data from Stiles Harold Williams demonstrates the firm's Agency Division disposed of 2,223,949 sq ft of offices & industrial space across the South East in 2015/16.

This is an area more than half the size of the world's largest building, Boeing's Everett plant in Seattle, (4.3million sq ft, left) - which is where 747's are constructed and so large it has its own internal weather system. To give the figure a more UK-centric perspective, we transacted twice the area of the O2 Arena, (left, below) the country's biggest building.

SHW co-ordinated sales, lettings and acquisitions of 1,698,378 sq ft in Sussex alone, a volume of business which recently won us the Estate's Gazettes title of the county's most active agent for the fourth year running. See <http://www.shw.co.uk/news/news.asp?id=383>.

Notable deals included:

- Leonardo Building, Manor Royal (office let) - 110,000 sq ft
- Artex Complex, Newhaven - 46,000 sq ft (sale) - 46,000 sq ft
- Metro Point, Croydon (PDR Conversion) - 40,000 sq ft

Tim Hardwicke, Head of Agency for SHW said: "It's great to be able to make a difference, both in terms of volume and the number of individual deals across the region, especially in a prevailing market which arguably has been affected by pre-Referendum caution."

Contact Tim Hardwicke: [thardwicke@shw.co.uk](mailto:thardwicke@shw.co.uk) / 01293 441305 for award-winning Agency consultancy



## Fact or fiction: contracts cost too much money to draft?

All too often companies are engaging with their business customers on contract terms that do not protect their business in the areas where it needs to be protected (eg liability and risk, payment, intellectual property, confidential information and data). Even worse, companies aren't engaging with their business customers on any written contract terms!

It shouldn't have to cost an arm and a leg for a set of contract terms. Rawlison Butler has developed Contracts2Go - a service that provides straightforward short form contracts for supplying services, consultancy

services, software or goods to businesses, and protecting confidential information. Being short form and standard, the contracts will not cater for all eventualities - but they will protect your business in areas where it needs to be protected. And if clauses are missing that your customers frequently ask for, the contracts have been drafted to enable additions to be made quickly and at minimal cost.

For start-ups and small businesses with straightforward requirements, these contracts start from as little as £299 (plus VAT).



If you are a supplier who doesn't have contract terms in place, or if you need to refresh yours, please contact Lisa Downs, Commercial Partner at Rawlison Butler ([ldowns@rawlisonbutler.com](mailto:ldowns@rawlisonbutler.com)/01293 558593) for a no obligation competitive quote.

## We're virtually there!

We at Take One Productions (UK) Ltd are privileged and excited to have partnered up with a US based company that has developed the technology for creating high quality Interactive Virtual 3D Tours. This technology has only recently been introduced to the UK and we are now in a position to be able to offer this amazing service to clients.

Whether you're selling or letting your commercial or residential property, or you want to showcase your hotel, conference facility or exhibition, a Virtual Interactive Tour provides the perfect solution.

3D Virtual Interactive Tours are the most realistic, immersive way to experience an environment online. The tours we create

are far superior in quality and interactivity to anything else on the market.

GDB member Elekta, asked Take One Productions to complete a 3D Virtual Tour of their latest, state-of-the-art Gamma Knife installation in Bristol Hospital - a highly advanced treatment for treating brain tumours, skull base tumours, and other brain disorders.

To see and experience this tour for yourself, along with other examples and to find out more, visit our website at [www.3dtours.media](http://www.3dtours.media)

We're offering a 15% introductory discount to GDB members, so please feel free to contact us on 01403 256255 or email [info@takeoneproductions.co.uk](mailto:info@takeoneproductions.co.uk)



## University of Brighton works with Baystar to present on heating and cooling systems for retrofit

Attendees at the fully booked seminar held at the Roffey Park Institute heard from local specialists and experts in the field from the University of Brighton, GeoScience and Baystar Energy Efficient Systems.

The seminar focused on how new heating, ventilation and air conditioning (HVAC) technologies can increase the sustainability of heating and cooling systems in buildings.

Presentations incorporated practical applications, market ready solutions and case studies to demonstrate how different technologies can be best used for different types of buildings.

The morning started with a presentation by Marco Marengo, Professor of Engineering at the University of Brighton, who introduced the meaning of sustainable HVAC before focusing on CHP and heat pump systems and their economic feasibility in the UK. This was followed by a presentation from Marco Romani, a guest academic speaker from the University of Brighton, who spoke about the planning, management and verification of CHP performance.

An overview of the possible uses of heat pumps was presented by Robin Curtis, GSHP (Ground Source Heat Pump) Specialist at GeoScience. Robin gave examples of the application of heat pumps in buildings, from the very small to the very large, with a focus on ground source, but also touched on air and water sources.

Tessa Guy, Director of Baystar Energy Efficient Systems, then gave an analysis of the financial feasibility of heat pumps and concluded the seminar with a tour of the Roffey Park site and its heat pump project.

This seminar was created in collaboration with Baystar Energy and the university's Green Growth Platform, and was hosted at the Roffey Park Institute.

If you have an idea that you would like to put forward for our Insights seminars, please contact Susannah Davidson at [S.L.Davidson@brighton.ac.uk](mailto:S.L.Davidson@brighton.ac.uk).

## St Catherine's Hospice host successful business breakfast

St Catherine's Hospice recently hosted their annual business breakfast, giving local business supporters and businesses interested in finding out more about supporting their local hospice the chance to come together and network.

Sponsored by employee benefit specialists, Unum, the breakfast was hosted at the Alexander House Hotel and Utopia Spa and treated guests to interactive networking activities, and exclusive hospice updates.

The breakfast also included speeches from Giles Tomsett, Chief Executive at St Catherine's, Patricia Brayden, Medical Director at St Catherine's and inspiring guest speaker and hospice supporter, Patrick McIntosh. In a moving and honest presentation, three time cancer survivor, Patrick, shared his personal battle with bowel, skin and prostate cancer and described how he walked 222km to the South Pole whilst recovering from the illness to raise awareness and funds for charity.

Additionally, Dr Christopher Schenk, Chief Medical Officer at Unum UK, shared with

other businesses how Unum have raised over £23,000 for St Catherine's after nominating them as their chosen charity of the year. He explained how various fundraising events including; cake sales, Christmas Jumper days and entering a team as part of St Catherine's annual Dragon Boat Festival helped them raise the impressive amount.

Laura Kelly, Corporate New Business Fundraiser at St Catherine's said, "It was great so many local businesses came along to enjoy breakfast with us and it was a lovely chance to publicly thank them for their support, celebrate their achievements and share how they can continue to help St Catherine's in future. With less than a third of our funding coming from the NHS, we're really grateful for the generous support from businesses locally. Their support enables us to continue to provide our specialised end of life care and we hope people found the breakfast useful."

To find out more about how St Catherine's can work with your business please contact Laura Kelly, Corporate Fundraiser on 01293 447 365 or visit: [www.stch.org.uk](http://www.stch.org.uk)

## Welland Medical's Grand Opening

Global ostomy manufacturer, Welland Medical Limited, officially opens its new state of the art research, development and manufacturing facility in Crawley, West Sussex, UK.

The new facilities at Welland Medical, a CliniMed Group Company, were officially opened on 27th April 2016 by Nigel Piercey, Chairman of CliniMed (Holdings) Ltd. The event was attended by members of the Welland Medical team, global customers and members of the CliniMed group.

Following the unveiling of the plaque to commemorate the opening, guests were invited to lunch in the Welland Café and a tour of the new manufacturing facilities.

Chris Primett, Managing Director at Welland Medical said: 'The Welland Medical team are very proud to have moved to our new purpose built premises which give us the ability to work with all 200 employees under one roof. The modern production facility enables us to continue to provide innovative products and improved customer service to our customers in the UK and overseas'.

[www.wellandmedical.com](http://www.wellandmedical.com)



## K2 successfully project manage the Mammography Service Upgrade at East Surrey Hospital, Redhill

K2 is proud to see the successful completion of the £748k refurbishment upgrade of the Mammography Service at East Surrey Hospital, Redhill where we delivered full Project Management services.

K2 ensured successful project delivery by ensuring tight control of budget, programme and quality. The upgrade of the mammography unit required the replacement and upgrade of the current analogue equipment with a digital mammography unit. Completion of the project will ensure the service provided at ESH provides both more choice and faster diagnosis of patients

The programme was time critical and it was imperative to ensure continuity of mammography services and minimise disruption to existing X Ray services. It was also critical to ensure that there was a close

liaison between clinicians, design team and the contractors.

Alison Cumberland, K2 Project Manager said: "We are delighted to see the completion of the Mammography Service upgrade reinforcing our major refurbishment capability for NHS Trusts. The successful delivery of the project was achieved through careful cost and programme management and minimal disruption to the clinical operation and will now lead to significant improvements to patient service."

K2 Consultancy provide project management, cost advice and project planning in the Real Estate and Infrastructure sectors, including residential, health and commercial property, to owners and business occupiers. For more information contact; [info@k2consultancy.com](mailto:info@k2consultancy.com); [www.k2consultancy.com](http://www.k2consultancy.com)



## Thomas Eggar to adopt Irwin Mitchell brand as integration continues

The Group Chief Executive of Irwin Mitchell, Andrew Mitchell, says the latest stage in the Group's integration with Thomas Eggar heralds the next step in the development of the business – and said the early benefits of the merger announced just six months ago were already being seen.

The firms announced merger plans last year creating a £250m law firm ranked 11th in the UK with about 300 partners based in 14 locations across the country, expanding its private client and business legal services considerably. The merger increased the firm's presence in London and the south east and half of the Group's revenue now comes from clients in the southern half of the UK.

As new signs begin going up at offices in Gatwick, Chichester, the City, Newbury and Southampton, Andrew said a decision had been taken to invest in fast-tracking the integration to deliver the expected benefits from the merger.

"Bringing our brands together has made us stronger and created a diverse business that will enable us to offer both private and business clients an unrivalled breadth of services," he said.

"We have always said this merger would be transformational for our Group and adopting the Irwin Mitchell brand across the five former Thomas Eggar offices is the next part of this. There is considerable excitement among our people about the opportunity we have created and we've already seen



some very encouraging examples of how the merger will benefit all areas of our business."

He also confirmed that several former Thomas Eggar partners have taken senior roles in the firm. Vicky Brackett, former managing partner, has joined the Irwin Mitchell LLP Executive Board and will lead the commercial litigation team. Ursula Danagher will lead the private wealth team in the South-East and Stuart Padgham will lead the commercial and IT team.

The latest news from the Group comes just weeks after it announced the launch of Irwin Mitchell Private Wealth. It combined the expertise of four specialist private wealth teams from Berkeley Law, Berkeley Hurrell, Thomas Eggar, and Irwin Mitchell to create a private wealth business with significant breadth and depth across the UK.

[www.irwinmitchell.com](http://www.irwinmitchell.com)

## ACUMEN BUSINESS LAW Acclamation



ACUMEN BUSINESS LAW is very proud to announce that Ibrahim Mikhail has completed his legal training and been admitted to the Roll of Solicitors. There's already been a great deal of exciting changemaking going on there with a lot more to come! Ibrahim was appointed to head Acumen's Gatwick office and he'll continue his excellent work in the Corporate Department.

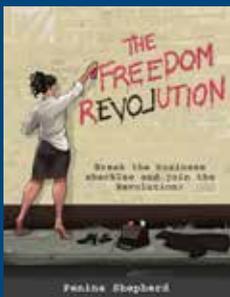
Acumen also announced the appointment of Lee-Ann Connor, formerly of GDB, as Marketing Manager for the firm and we are informed that she has already made great progress since joining.

But there is lots more happening!

Alvin Ittoo has successfully completed his legal training and has now also been admitted to the Roll of Solicitors and will continue his excellent work in the Dispute Resolution Department.

Rebecca Leeves, an experienced solicitor, is welcomed back to the Corporate Department after maternity and will continue developing the Corporate team.

Finally, Penina Shepherd announced the publishing of her new inspirational business book, *The Freedom Revolution*, due to be published in June 2016.



[www.acumenbusinesslaw.co.uk](http://www.acumenbusinesslaw.co.uk)

## Bennett Christmas team expands

Burgess Hill insurance brokers Bennett Christmas have strengthened their team with two new appointments.

Commercial account executive Geoff Stanbridge joins the firm from Bluefin Insurance in Maidstone where he was primarily responsible for new business development.

Geoff's 25 years in corporate and commercial broking for national and provincial insurers' spans across a number of high risk liability sectors, including the medical, construction and aerospace industries. He was previously responsible at NSure Insurance for helping set up one of the first cyber and technology risk divisions – an area in which Bennett Christmas specialises.

While Geoff brings experience to the team, his new colleague, 25-year-old Alex Brakell, is just learning the ropes.

Alex becomes the latest trainee commercial account handler to be recruited to the firm, which will see nine of its existing staff awarded the industry standard CII profession qualification this year – a major achievement for a comparatively small employer of 36 staff.



Alex brings with him a background in fraud analysis in the motor insurance sector and has also worked as a cost negotiator for legal firms.

Bennett Christmas Insurance Brokers Chief Executive, Mark Bennett said: "With these two appointments we're adding strength and depth to our team and planning for the future.

"Alex's appointment – the second young person we've recruited in the past six months – demonstrates that we're a dynamic, young firm, constantly on the lookout for talent that we can invest in."

New recruits: Bennett Christmas CEO Mark Bennett (centre) with Alex Brakell (left) and Geoff Stanbridge (right) at the Burgess Hill HQ.

[bennettchristmas.com](http://bennettchristmas.com)

## Fastsigns

FASTSIGNS Crawley is pleased to introduce their new Business Development Manager, Martin Hall.

With over 20 years of experience in business growth and development Martin is prepared for the challenge of continuing to grow the well-established branch based in the heart of the Gatwick Diamond. Martin said he saw FASTSIGNS as an exciting new opportunity to throw himself into such a diverse industry. 'I have personal experience from running my own small business to working in corporate and non-corporate environments in the City and find the idea of working in a business with such a varied day extremely appealing'.

Melanie Martinez who has been with the company for 21 years spoke of how Martin has fitted in with the team brilliantly saying 'we are an established store that runs effectively but if we want to continue to grow in the ever changing competitive signage and digital market place we need to embrace change to move forward and Martin has certainly brought with him a wealth of sales experience and new ideas. Raj Vithlani, business owner, added 'we are thrilled to welcome Martin on board and are looking forward to the year ahead'.



FASTSIGNS are based on Manor Royal so if you have any sign or print enquiries please either visit our website [www.fastsigns.com/854](http://www.fastsigns.com/854), call us on 01293 520776 or pop into the store and speak to one of the team at Unit 2, Bank Precinct, Gatwick Road, Crawley, RH10 9RF

## New Director heralds further growth at Carpenter Box Gatwick

South Coast and Gatwick-based chartered accountants and chartered tax advisers, Carpenter Box, has appointed Maurice Frost to the role of Departmental Director in the Business Services Group to help build on the already successful growth of the firm's Gatwick office.

Throughout his 26 years as a partner at an accountancy firm in Crawley, Maurice has gained vast experience of undertaking audits and of advising owner-managed businesses. During his career Maurice has also worked for one of the UK's top five accountancy firms and his technical ability has been put to good practical use during a stint as a Financial Controller for a company within the care industry.

Carpenter Box opened its Gatwick office in June 2015 and has been welcomed into the business community to the point that it is now accelerating its plans for growth, to meet

the demand for its services. Maurice will be focusing on owner-managed businesses of all sizes helping to increase their profitability and improve their tax efficiency.

He commented: "I am delighted to be appointed Department Director in an award-winning firm with such an excellent reputation as Carpenter Box. I am well established in the business community, so I believe that I am in a good position to help the firm with its ambitious growth strategy and I relish the opportunity to be part of that journey."

Outside of work, Maurice and his wife are to be found supporting the burgeoning sporting exploits of their teenage son. Maurice plays drums and is also a Harlequins Rugby supporter.

[www.carpenterbox.co.uk](http://www.carpenterbox.co.uk)



## South-East Leadership team expands to aid growth at Grant Thornton

Leading business and financial adviser Grant Thornton UK LLP has strengthened its regional, Gatwick based, Leadership team with the promotions of Simon Woodcock and Rachel Parker to Director.

Simon joined the firm's Corporate Finance Advisory practice in 2008 and has extensive experience in advising dynamic organisations based across Surrey, Sussex and Kent where he heads up the firm's local Corporate Finance Advisory team. He specialises in advising clients on transactional advisory opportunities including M&A, disposals, fund raising and refinancing.

Rachel Parker has been with the firm for over eleven years in Grant Thornton's Tax Advisory team. She is an expert in advising clients across the south-east in



restructuring, exit planning, mitigating group and stakeholder taxation, innovation relief and international tax planning.

Commenting on the recent promotions, Ellen Walsh, Senior Partner at Grant Thornton UK LLP, said "We are delighted to congratulate Simon and Rachel on their promotion to Director. This move signifies the firm's



commitment to investing in our own people. Their combined expertise in their specialist sectors will further strengthen our market position in these areas and demonstrates our continued focus on providing a service of quality and excellence to our clients."

Find out more at [www.grant-thornton.co.uk](http://www.grant-thornton.co.uk)

## New Community Fundraising Manager for Sussex

The NSPCC has appointed Moira Mitchell as the new Community Fundraising Manager for Sussex to engage and develop a dynamic supporter network of businesses, individuals and local groups to support the charity's work.

Having worked in the charity sector for five years, Moira will also manage and support an existing portfolio of corporate partners, volunteer fundraising groups and will assist with a range of new fundraising initiatives in order to maintain income growth across Sussex.

Moira says: "2016 is a really exciting year for the NSPCC as we are celebrating ChildLine's 30th birthday. In view of this, we are extremely keen to get more companies on board to support this vital service in Sussex. In order to do this we have launched our 30 for 30 initiative and are seeking 30 companies across the county to raise £2,000 each – an amount that represents the average cost of recruiting and training one new ChildLine volunteer and funding the first 100 calls they answer. In 2014/15, 4251 calls

were made from Sussex so it is vital we don't just celebrate ChildLine in its 30th year – we need to make sure the service is here for the next generation."

Any companies interested in supporting the 30 for 30 initiative should contact Moira Mitchell on 07769 301 517 or [moira.mitchell@nspcc.org.uk](mailto:moira.mitchell@nspcc.org.uk) for more information.

## Carpenter Box Welcomes New Marketing Manager

South coast and Gatwick-based chartered accountants and tax advisers, Carpenter Box, has appointed Kira McKinney to the role of Marketing Manager, based at its Worthing office.

Kira hails from America, having moved to the UK from Los Angeles in 2004 to study at the University of Edinburgh. She then joined international publishing and events company Informa in London, where she gained experience on a wide range of marketing projects in the Law division, including the publishing of the highly-respected Lloyds Law Reports.

Kira's new role with Carpenter Box will cover all aspects of marketing and business development in support of the firm's successful growth plans. She comments: "This is an extremely exciting time to be joining such a forward-looking accountancy firm. I've already experienced how Carpenter Box is held in very high regard by its clients

and other professionals. Over the years the firm seems to have built a distinctive personality and reputation for professional excellence based on developing close relationships. I'm really looking forward to spreading the news further afield."

Carpenter Box operates out of offices in Worthing and Gatwick and has just been named Accounting Partner of the Year by Xero, a cloud accounting solution, building on its success at the Gatwick Diamond Business Awards where it received the Professional Services Firm of the Year accolade last year.

Kira lives in Hove and, outside of work, finds time to pursue numerous fundraising activities, including triathlons and half marathons for Breast Cancer Now and The Prince's Trust.

[www.carpenterbox.co.uk](http://www.carpenterbox.co.uk)



## New chief executive at West Sussex County Council

Nathan Elvery is the new chief executive at West Sussex County Council

Mr Elvery said: "I'm truly delighted to have been offered this exciting role and I am very much looking forward to working with colleagues across the county.

"West Sussex has always had a special place in my heart. I feel honoured to be able to taking on this role and to be able to drive forward the vision and strategy which is already in place."

He was born in Crawley and went to the town's Thomas Bennett Community College. He started his career at Crawley Borough Council as a trainee accountant and has previously lived in Shoreham.

He worked at the Greater London Authority as its deputy head of core finance and then Westminster City Council as assistant director for finance and business management. He became director of finance at Croydon in 2004, then interim chief executive in 2013, a position that was made permanent a year later.

Louise Goldsmith, leader of the county council, said: "We are thrilled to secure the services of a chief executive with Nathan's experience and I have every confidence that he will continue to build on the substantial transformation work that has been undertaken over the last few years. West Sussex has a bright and challenging future ahead and I look



forward to working with Nathan and all our dedicated politicians and staff to achieve our ambitions for this great county."

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01293 440088

## Mazars bolsters support to Japanese business

International accountancy firm Mazars has grown its Japanese desk with the appointment of Lynne Toyota into the firm's South East team.

Lynne joins the top-ten audit and advisory firm to support Chiemi Saito, Head of Mazars' Japan desk who moved to the Sutton office from Mazars in Tokyo in 2012. Both are Japanese nationals and support their corporate and personal clients with a range of accounting and tax solutions. Being able to work with clients in their own language can often help overcome any cultural or language barriers that they may experience.

Mazars has a long history of supporting overseas businesses operating and setting up in the UK as well as UK businesses looking to expand overseas. This is in addition to the firm's core focus on helping domestic owner-

managed businesses and private clients in the region.

Elisabeth Maxwell, Regional Managing Partner for Mazars in the South region, says:

"The economy of the South East is a global hub for business. As an international, integrated partnership Mazars is deeply experienced in working with clients from across the world and this is reflected in our recruitment strategy. Lynne will be a real asset to the team, adding to the experience of our already successful Japanese desk."

In addition to the firm's Japanese desk, Mazars offers similar support nationally via country- and region-specific desks for France, US, Russia & CIS, China, Africa, India, Italy, Germany and Israel, many of which are staffed from its London and Sutton offices.



For more information on Mazars' Japanese Desk, please contact Michael Cracknell on 020 8661 4192, michael.cracknell@mazars.co.uk

## Sussex School Students Learn How to Be Heroes

Students from secondary schools in West Sussex and Brighton & Hove have been learning how to be role models for younger children at day long events facilitated by LoveLocalJobs.com's 'Be the Change' initiative.

'Be the Change' is a detailed programme for Year 9 students (aged 13 and 14) to help them fulfill their potential and improve their life chances. It focuses on happiness, confidence, hope, relationships and employability by identifying and removing barriers to success and raising aspirations. Over the course of the school year the students have six opportunities to work with business volunteers at events, one-to-one mentoring sessions and workplace visits.

'Be the Change' involves some 90 school students from Brighton & Hove and a further 70 from Coastal West Sussex secondary schools. A third programme is rolling out for students in East Sussex.

The idea for 'Be the Change' came from Gary Peters, Founder of LoveLocalJobs.com. He said: "We believe that 'Be the Change' has the power to dramatically improve lives. David Cameron said earlier this year that there are around 25,000 pupils about to start their GCSEs who are at risk of under-achieving or dropping out and that he wants businesses to mentor these at-risk teenagers. Well, this is exactly what we are doing right here in Sussex in collaboration with local employers, universities and local authorities."

The programme is facilitated by LoveLocalJobs.com and social enterprise



humanutopia, along with mentors from local businesses, education and the public sector. These include Sussex Learning Network, the Universities of Chichester, Brighton and Sussex; West Sussex County Council, Brighton & Hove County Council and Hastings Borough Council; Coast to Capital

LEP, The Careers & Enterprise Company, Heart FM and many local businesses.

For more information visit: <http://about.lovelocaljobs.com/portfolio-item/be-the-change/> or email [BetheChange@LoveLocalJobs.com](mailto:BetheChange@LoveLocalJobs.com)

## The Leap 100 2016: The definitive list of fast-growth companies

PVL are delighted to announce that they have made it on to The Leap 100 2016 – a list of the 100 most exciting, fast-growth companies in the UK, launched by Mishcon de Reya and City AM. All the companies selected have demonstrated substantial growth over the past 12 months and been identified as the 'ones to watch' for 2016.

Nick Broom, Founder and CEO of PVL UK Ltd has been included on this year's list. [PVL are the largest supplier of specialist reflective safety markings to the UK emergency services and deploy branding on large vehicle fleets throughout the UK and beyond. Having grown consistently and substantially in the last 5 years, they are the sole global supplier of the patented Mirage™ thermal identification film for emergency vehicle security and in 2014 they started to export their products and services around the world, setting up a Middle Eastern division in 2016.

Nick Broom said: "I am absolutely delighted to be recognised on this list. It is a phenomenal reward for the efforts to distinguish ourselves as market leaders, with the support of my team that have helped grow PVL into a successful, international business; especially considering the current challenges in the economic climate here and abroad."

The Leap 100 companies, which range in terms of scale and sector, were chosen because of their growth potential and ability to make the leap to the next level in terms of revenue.



The most important publication targeting the London business community, City AM, and one of London's leading law firms, Mishcon de Reya, teamed up with The Supper Club, The Entrepreneurs Network and Seven Hills to compile the list, which is neither ranked nor exhaustive.

Nick Davis, Head of Corporate at Mishcon de Reya, said: "This stage of a company's growth can be very dramatic, with risks of serious setbacks and sudden lows, but with high rewards for those who make it to the other side. The Leap 100 campaign examines and celebrates the hurdles and opportunities that fast growing companies face. We launched The Leap 100 in 2015 to

support a select group of some of the UK's most exciting, high growth companies. This year's list is yet again a dynamic group of companies to watch."

Christian May, Editor of City AM, said of the list: "The UK has a thriving SME community making up 99.9% of the private sector. However, for the majority of companies, the key problem continues to focus on how companies scale in order to grow to their full potential. The purpose of this list is to showcase the UK companies succeeding in doing this, as well as identifying those that we as a nation need to be aware of – they are a triumph."

[pvluk.com](http://pvluk.com)

## Grant Thornton UK LLP Accountancy firm of the year for the 4th time

Leading business and financial adviser Grant Thornton UK LLP, has been recognised as the 'Accountancy Firm of the Year (Larger Clients)' at this year's FDs' Excellence Awards. Serving clients in Sussex and Surrey through its Gatwick office, this is the fourth time in the last seven years that Grant Thornton has won the award, beating all other major firms.

The awards recognise the UK's brightest FDs and financial services providers. Grant Thornton was voted as Accountancy Firm of the Year for its work with companies with an annual turnover in excess of £25m, achieving a nine out of ten satisfaction rating. The award is particularly special as it is determined by 1,856 finance decision-makers.

Commenting on the accolade Ellen Walsh, Practice Leader at Grant Thornton UK LLP, Gatwick office, said "We are delighted to have been named 'Accountancy Firm of the

Year' for our work with larger clients. This award is especially important for us as it is voted for by individuals that we work with daily, and so truly recognise and value the quality of our approach.

The financial landscape is changing and so are the needs of our clients, something we continue to recognise. We work hard to create value for clients; this is at the heart of our approach and we are thrilled that this has been recognised. I'd like to say thank you to all the FDs who voted for us and to all our people who show such passion and commitment to delivering quality work and creating lasting value for clients. "

Grant Thornton was also recently named "Global Firm of the Year" at the British Accountancy Awards, an award also based on a survey of FDs.

[www.grantthornton.co.uk](http://www.grantthornton.co.uk)



## Bennett Christmas in a league of their own

Burgess Hill-based insurance firm heralded the start of Euro 2016 by going to the top of their league.

BC Underwriting, part of the Bennett Christmas Group, fought off Twenty-one teams, scoring 25 goals and conceding just two from five league and three knockout matches, in the Chartered Insurance Institute's (CII) South East regional tournament, held just three days before France kicked off the UEFA European championship in St Denis.

The CII event pitched five-a-side teams from Pavilion Recruitment and members of the Insurance Institutes of Surrey, Sussex and Kent against each other at Beckenham on Tuesday (June 7).

It was only the third time Team BC Underwriting, comprising Mark Bennett (goal), Tom Stripp, Liam Benson, Matt Fisher, Jamie Simmons, Alex Spinks, Mark Noakes and Roger Christmas, had pulled on the BC Underwriting strip – making their victory all the more impressive. BC's man of the tournament, scorer Jamie Simmons sent 14 goals to the back of the net, including one of the two deciders in the final against AIG.



Chief Executive and BC Underwriting goalie Mark Bennett, said: "I don't think anyone was more astounded than us at winning. And if we can do it, then England definitely can!"

The winners, who ranged in age from 20 to 50-plus, will be treated to an Ultimate Football Experience at St George's Park, the FA National football centre.

BC Underwriting has pledged to donate £50 to the St Peter & St James Hospice at Chailey, West Sussex, for every goal scored by England in the Euro 2016 tournament as part of its ongoing support for the charity.

[bennettchristmas.com](http://bennettchristmas.com)

## Leonardo Building shortlisted for national award

A major speculative office development in Crawley has been shortlisted for a national award.

The 110,000 sq ft Leonardo Building, situated on the Manor Royal Business District has been nominated for 'Best Deal Outside Central London' at the OAS Development Awards at the Tower of London on June 24. The building was fully let to Virgin Atlantic in May 2015.

Stiles Harold Williams' Agency Team helped put the deal together alongside joint agents Savills and Knight Frank on behalf of developers Abstract Securities.

The Leonardo Building offers the most cost-effective new business space in the South East of England, with an annual cost per workstation of £2,300, compared to an average central London cost of £19,820 in 2016 – see source: <http://www.egi.co.uk/news/office-costs-force-businesses-out-of-london/>

SHW Partner Adam Godfrey said: "I am very pleased this innovative development has received sector recognition. Leonardo is only one of several high quality speculative



schemes which Abstract have built in recent years, a time when many developers lacked the bravery to do so."

Contact:

Adam Godfrey - [agodfrey@shw.co.uk](mailto:agodfrey@shw.co.uk) / 01293 441314

Peter Styles (PR Officer, Stiles Harold Williams) – [pstyles@shw.co.uk](mailto:pstyles@shw.co.uk) / 07508 294168

## Crawley-based B&CE awarded Investors in People Gold!



Crawley-based financial services company B&CE, provider of The People's Pension, has been awarded Investors in People Gold following an assessment earlier this month.

The company, based on Manor Royal, has been awarded the accolade – the highest level available – for the next three years. It builds on the company being awarded Bronze status in the past.

More than 14,000 organisations in 75 countries have achieved Investors in People accreditation over the last 25 years. The accreditation is underpinned by a rigorous assessment methodology and a framework which reflects the very latest workplace trends, essential skills and effective structures required to outperform in any industry.

The feedback from the assessment, which involved interviews with staff at all levels of the organisation, showed that they felt committed to the company and proud of its success and reputation. It also highlighted areas of good practice including effective management, and strong evidence of people development and recognition.

Zoe Wright, Director of People and Premises at B&CE, said:

"We are delighted to have been awarded Gold status by Investors in People – and especially delighted that it has come so soon after our being named one of the top 100 not for profit companies to work for by The Sunday Times. Our culture and values as a not-for-profit sets us apart from other financial services firms, and our staff are our greatest asset.

"As a fast growing business, we're always looking for bright new faces to join us. Vacancies can be found on our website, so get in touch."

Visit [www.bandce.co.uk](http://www.bandce.co.uk)

## St Catherine's encourages local businesses to join Dragon Boat Festival



St Catherine's Hospice is gearing up for their fourteenth Dragon Boat Festival and there's still time for local businesses to sign up for one of the hospice's busiest and biggest fundraisers.

Taking place on Sunday 4 September from 10am to 4pm at Tilgate Park, the festival attracts thousands of spectators to cheer on teams as they race 40ft traditional Chinese Dragon Boats.

St Catherine's Dragon Boat Festival is a great branding, team building, and networking day out and many businesses return to take part year after year including Just Retirement in Reigate. Pauline, a Payments and Servicing Manager from Just Retirement said: "The day always whizzes by in a blur of excitement and adrenaline. From the morning training, to the fast energy of the races, every part of the day helps shape our team in the most creative way. It's no wonder everyone wants to keep coming back."

After previously watching the festival, Lisa Hammer from Winters Electrical in Three

Bridges encouraged her work colleagues to enter a team last year. She said: "I'd always enjoyed the day but actually participating was a thrill on another level! We had an office vote for a team name and fancy dress theme and everyone got involved in fundraising including our clients who were more than happy to be asked. We couldn't believe how easy and fun raising our sponsorship was and we were thrilled to raise more than £2,500."

Last year, a new record for fastest finishing time in thirteen years of Dragon Boat's was created by Virgin Active who finished in 01.02.22. Could it be your team setting a new record and lifting the prestigious trophy this summer?

As well as being a fantastic chance for businesses to support their local hospice, the Dragon Boat Festival is a fantastic day out on dry land with activities, entertainment and delicious food and drink.

Local businesses from the Gatwick Diamond - Edwards, Just Retirement and ThermoFisher Scientific, are proudly

sponsoring this year's event. Debbie Thompson, from Edwards Vacuum said: "St Catherine's provides care to people at a difficult time and the Dragon Boat Festival is a great chance for us to show our support for their vital work. We're looking forward to race day and helping raise funds so St Catherine's can continue to care for terminally ill patients and their families and friends when and where they're needed most."

The Dragon Boat Festival is aiming to raise £50,000 for hospice care. Each day it costs St Catherine's more than £17,000 to provide their care so every penny raised will have an impact. Sarah Achucarro, Corporate Development Fundraiser at St Catherine's, said: "It's brilliant that so many local companies have already signed up to support this year's Dragon Boat Festival. We love seeing teams from so many different industries but there's still room for others to jump aboard!"

To find out more about Dragon Boats, email Sarah Achucarro, Corporate Development Fundraiser on: [sarahachucarro@stch.org.uk](mailto:sarahachucarro@stch.org.uk), call: 01293 447357 or visit: [www.stch.org.uk](http://www.stch.org.uk)

## Partner with Home-Start, help hundreds of local children

Family support charity Home-Start CHAMS have just announced a 20% increase in the number of local children receiving their support in the last year. By partnering with Home-Start your business can help transform the life chances of more vulnerable local children.

The charity supported 436 children in 175 families across Crawley, Horsham & Mid Sussex during 2015/16. The impact of this small local charity was publicly recognised at the recent Crawley Community Awards, where Cllr Michael Jones presented staff and volunteers with the 'Community Group' Award.

"Home-Start's aim is to give vulnerable young children the best possible start in

life. So to be able to help this increased number of local children and their families is fantastic," said the charity's Fundraising Manager, Jacquie Thomas. "We hope that local businesses will take this opportunity to get involved and help make sure vulnerable children coming to us for support in the future won't have to be turned away."

It costs over £4,000 per week to provide 1:1 help to all the Home-Start supported families, through the team of trained and supervised volunteers. The charity relies on the generosity of the local community to continue providing it's free support service to families dealing with issues such as mental health, financial problems, disability or serious illness.

Organisations can get involved in various ways, from sponsoring volunteer training courses, to forming charity partnerships or taking part in challenge events like the Gauntlet Games. In addition to regular updates on the impact of your support, your business will benefit from enhanced PR and recognition in Home-Start's external communications.

To find out more about Home-Start and ways to work with them, please call Jacquie on 01293 416327, or visit [www.homestartchams.org.uk](http://www.homestartchams.org.uk).

## Dame Vera Lynn Children's Charity sets Pulses Racing

The Dame Vera Lynn Children's Charity that supports babies and children under 5 with Cerebral Palsy were thrilled with the Business Pulse afternoon of Racing all in aid of the Charity that took place on Monday 6th June at Brighton Racecourse. The event raised a whopping £3,000 and they could not be more thrilled.

Nass of Business Pulse commented "After visiting the charity and seeing the work they do for myself I had to do something to help, how could I not. They make such a difference to children's lives. Hearing Kerry whose young son attends the charities service speak on the day moved the room to tears. Her story and her strength was simply inspiring".

I want to pass on my personal thanks to all the 62 guests who attended the Winning Post Suite, all of whom donated so generously.

In addition Stephanie Kirkley; Business Development Manager at Brighton Race, Course Maria James; Owner at MJ's Relax & Revive and Catherine Bristow, Events organiser and all the staff at Dame Vera Lynn Children's charity it has been a pleasure to support them.

I would like to say a special thanks to all the race day sponsors who had such an impact on the event being a financial success, Jack Keywood MD at Luvcarpets Ltd; Robin Lodge, Non Exec Director at Envitia Ltd; David Wride, MD at Regis Removals Ltd; Rob Lelliott; Manager at KSL Accountants; Brendan Cook; MD at Kiwi Recruitment; It was really an amazing day and in real terms means the charity can support 15 children to receive a support session at the school."

Catherine Bristow Events Fundraiser commented "We are extremely grateful to



Nass from Business Pulse as having support from local businesses really can make a huge difference to us. We are a small charity and the advantage for businesses is they can see at ground level what a difference they have made. We are looking for more companies to work with, so if your business is socially aware and you are looking to get involved with a charity please do contact me on email: Catherine.bristow@dvfcc.org.uk Tel 01403 780444 or visit our website www.dvlcc.org.uk"

## New lanyard launched to assist passengers with hidden disabilities

Gatwick Airport has launched a first-of-its-kind lanyard for passengers with hidden disabilities who may require additional support when travelling through the airport.

The lanyard, which is entirely voluntary for passengers with hidden disabilities and their families, will act as a discreet sign for staff that additional support or help may be required.

If successful, it could be adopted across the country's transport network, or other sectors, where passengers with hidden disabilities may benefit from additional support.

Gatwick Airport has been working closely with UK charities and OCS, who provide passenger assistance services at Gatwick, to promote greater awareness and understanding of the challenges passengers with hidden disabilities can experience when travelling through busy environments.

As part of the initiative, Gatwick is increasing awareness and training of airport staff and appointing 'workplace champions' to provide enhanced assistance for passengers with hidden disabilities. Gatwick's commitment follows its support of the Prime Minister's Dementia Challenge and the airport's involvement with the Air Transport Group to improve the travelling experience for all passengers with hidden disabilities.



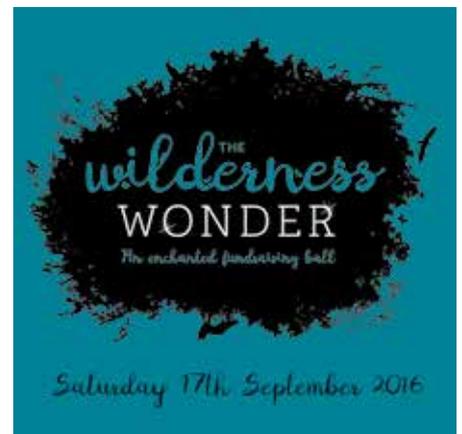
The lanyard will ensure staff are aware passengers may:

- Need more time to process information or more time to prepare themselves at security
- Need to remain with family at all times
- May react to sensory overload i.e. be surrounded by too much information
- Need staff to use clear verbal language as it may be difficult to understand facial expressions and/or body language
- Need staff to be visual with instructions and use closed questions to assist passengers effectively through the airport
- Benefit from a more comprehensive briefing on what to expect as they travel through the airport

Gatwick Chief Executive, Stewart Wingate said: "We recognise that travelling through a busy airport can be a challenge for passengers with hidden disabilities and we want to ensure that we're doing everything we can to welcome and assist all our passengers."

Lanyards will be available free of charge from Gatwick's assistance desks.

## Wilderness Wonder Fundraising Ball



This Autumn sees Sussex Wildlife Trust host their inaugural fundraising ball, The Wilderness Wonder, on 17th September at Folkington Manor in East Sussex.

The evening will feature music from Bjorn Again, as well as the woodland theme and performances in the marquee.

There are a number of sponsorship opportunities available so please contact Anne Weinhold on 01273 497522 to find out more and to support this great event.

## Top Tips on Managing Ill Health & Disability in the Workplace

Modern life can be toxic with more people being diagnosed with auto-immune diseases such as Chronic Fatigue Syndrome and Fibromyalgia or stress. Depending on the severity, these are likely to be disabilities as defined by the Equality Act.

Dealing with your employees' illness sensitively and fairly will discourage employees taking long periods of sickness. Reasonable Adjustments will help your employees stay in work or get back to work and will ensure you do not fall foul of the law.

We recommend that you manage your workforce's sickness absence in the following ways:

1. Organise back to work chats, formally recorded, after any ill health absence to establish what the issues are and whether your employee requires any support.
2. Establish the cause of your employee's ill health in case this has been caused by workplace issues such as bullying or because your business is under-resourced.
3. Ensure a fair and thorough investigation if issues are raised which could potentially form a grievance against any employees and your business.
4. Disciplinary action could be taken if inconsistent information is given about illness and how this manifests, if this shows time taken off for another reason.
5. Consider using the fairly new and unpublicised Fit for Work Service which offers a free referral for an Occupational Health assessment when an employee has taken four weeks' sickness absence.
6. Check whether you have Permanent Health Insurance as this would pay most of your employee's salary if they have to take long term sick leave of more than three months.
7. If your employee is off work on long term sickness absence, keep in regular contact and if necessary arrange to meet at their home, with a friend or relative present, to establish whether they could return to work with Reasonable Adjustments.
8. If there are no Reasonable Adjustments possible, consider whether there are other jobs in your business that your employee could carry out.
9. Only if you have up-to-date medical evidence that your employee is unable to return to their job, should you consider dismissing due to ill-health.



10. Any ill-health dismissal should be procedurally fair. Your employee is entitled to attend a capability meeting with a work colleague or Trade Union representative and should be given the opportunity to appeal any decision.

Contact: Sophie Williams, Marketing Assistant on 01273 609911 or by email at [sophie@ms-solicitors.co.uk](mailto:sophie@ms-solicitors.co.uk)

## Get Ahead of Digital Trends Now

The digital and technology world is fast-moving, so here's our take on the trends to watch this year. If your business can capitalise on changes in how people communicate, entertain themselves and absorb information, then you can take the lead versus the competition, make your business stand out and delight your customers.

YouTube has over a billion users with hundreds of millions of hours of video consumed every day. Facebook claims 8 billion video views per day and Snapchat is fast becoming the video destination of choice for the younger generation. A video can be a very simple and direct way to demonstrate your latest product, present a client testimonial or simply offer an insight behind the scenes of your company. This year increasingly video will be livestreamed with Facebook Live newly launched and the capability to stream video via YouTube or on mobile apps such as Periscope. Expect to see live events in your social streams and being used by companies to connect seamlessly with consumers.

By the end of 2017, it is projected a third of the world's population will own a smartphone. You only have to walk down the street, take a train or spend time in a restaurant to see how attached everyone has become to their mobiles. Google has confirmed that more searches come from mobile devices than desktop now. It is essential that your Website is mobile-friendly, not least because your customers will expect it, but also because Google now penalises sites that are not optimised for mobile. Look out for the evolution of apps and the arrival of wearable devices beyond the early adopters.

Virtual Reality is finally becoming a consumer reality this year. Facebook has released its Oculus Rift VR headset, you can now buy Google's cheap and cheerful Cardboard VR viewer for only £15 and games and software companies are clamouring to build virtual reality experiences. Soon this immersive technology will hit the high street and business world with estate agents



guiding you round houses remotely and many industrial and training uses for this emergent technology.

Mobile, Video and Virtual Reality and often a combination of these key digital trends will come to dominate customer behaviour in the next few years. Start to experiment now and take advantage of your company's lead when these trends hit the mainstream.

Barney Durrant  
Director, Bluebell Digital  
[www.bluebelldigital.co.uk](http://www.bluebelldigital.co.uk)

## 5 Things telling you it's time to outsource your IT



Is it time to grow? To abolish the IT problems slowing your company down? Or are you fighting the battle fine on your own? Here are 5 things telling you it's time to outsource.

### 1. You are losing time due to IT issues.

It's stressful. You have a busy day ahead of you and then a computer in your office develops a problem, keeping your employees from doing their work. This downtime can often be disastrous and can easily set the business back from work, time and ultimately money. Outsource IT companies can often fix your issue immediately with a phone call, or if a physical problem arises they can be on your site within an hour.

### 2. Every time you hire a technician to fix your problem it sets you back a few coins.

Freelance technicians and shops are expensive, and can often only resolve the problem in the short run. IT support companies know your programs inside and out and will often resolve the problem at the early stages, all for a fixed, predictably monthly fee. They're not just someone you go to when you have a problem... They are the gardeners of your IT lawn.

### 3. You don't have any data security or back-up.

Did you know that 60% of businesses will shut down within 6 months of losing their data? A terrifying thought indeed. It's so important to have your valuable data secure and backed-up. Another scary statistic is that in 2013, 41% of cyber-attacks were against Small/medium businesses. Answer this question truthfully – when was the last time that you tested if you could restore from backup? An outsourced company would test regularly so you know this could possibly never happen to you.

### 4. When it comes to software problems, the supplier is talking in acronyms.

Say, for instance, you can't access your accounts software. You have no choice but to call the supplier. It often takes ages and is a confusing process; why don't they just talk in English! Reputable outsourced IT companies will take ownership of ALL problems even though it may not be their responsibility.

### 5. The IT war you are fighting is starting to become stressful.

It's harder to work in a stressful environment, which isn't helpful for anyone. When you have an issue, just sit back and let your Outsource IT Company take remote access of your PC and fix the problem for you, giving you time to make a coffee and ultimately get on with your work.

For further information, call 01273 806211 or go to [www.computer-eyez.com](http://www.computer-eyez.com)

## Posture People

We are always looking for unique solutions to help you increase your productivity and introduce safer and healthier ways of working. We often talk about, and openly encourage, taking regular breaks to rest your eyes, get moving and check your posture. But how can a 5 minute break every hour really make a difference and how can you make the most of it? Here are our top tips for making the most of your break.

### Posture check

Posture massively affects our everyday health and wellbeing. Taking a couple of minutes every hour to make sure you're sitting correctly, can prevent a wide variety of workplace ailments. We devised a free PDF checklist for you to print off on our website and stick up in your workstation. This easy to follow step by step guide is a simple way to make sure that you are sitting correctly. Stick to it, it's hard to change

ingrained bad habits but we can assure you, better posture will make a huge difference to your working life.

### Rest your eyes

Workplaces with 5 staff or more are required to follow DSE (Display Screen Equipment) health and safety guidelines. As well as receiving a DSE assessment to make sure your workstation is fit for purpose, the DSE guidelines strongly suggest taking a break from your screen every hour to refocus your vision. Make sure during this break, you take a few minutes to seek some natural light and most importantly, put the kettle on

### Drink lots...of water

Keeping hydrated at work is a must, so make sure you regularly get up to make some tea, and grab a glass of water. Studies have shown that dehydration has detrimental effects on work output,

leading to health and safety officials to publish workplace recommendations.

Whilst it is a great way to measure what you are drinking, bottled water encourages us to take breaks less often as opposed to refilling a glass. The more movement (and tea) you can fit into your working day the better!

### Mindfulness

Workplace stress account for 40% of workplace illness in the UK. Timing a short break every hour can give you the time to breath deeply, step away from your workload, and return refreshed and productive.

[www.posturepeople.co.uk](http://www.posturepeople.co.uk) 0845 313 1503



## New requirements for AIM companies

### What is new?

The Market Abuse Regulation ("MAR") amends the existing regimes for AIM companies relating to dealings in shares by directors and senior management and their associated persons, and the disclosure of inside information and keeping insider lists.

### What does this mean?

All AIM listed companies should put in place

a share dealing code which complies with the minimum requirements set out in new AIM Rule 21 and which is consistent with the new regime under MAR.

### What should you do?

As this requirement comes into force in under a month we would recommend that all AIM listed companies work with their Nomad and legal advisers now to put in

place new share dealing codes and to review processes relating to the disclosure of inside information and the use of insider lists.

For more information, please contact Kate Doody, Associate, Corporate Finance. [www.asb-law.com](http://www.asb-law.com)

## VW Caravelle

Any number of you will know that my dream car is an early (& I mean early) VW bus.

I've always liked a van so I was looking forward to trying the very latest version, the VW Caravelle.

It is a big vehicle but the drive & position doesn't feel too daunting. Yes you are high & it is big, but it pulls well and is very comfortable.

It is a great vehicle for moving people and/or their stuff about. The seating combinations are very flexible and, as you can see from the picture, there is a lot of space for you to work or relax while on the move.

Whilst not fitted to the demonstrator I drove, I would definitely look at the optional WiFi package to give you, your colleagues or family, total connectivity.

With an easy to use cruise control and parking assist, manoeuvring is easy, considering the size.

If you have a big family or many colleagues, or your colleagues or family are big, then the VW Caravelle is a very useful way of moving them around.

For more, contact Mark Jackson at Eurovans on 01293 848300 or visit [www.eurovans.co.uk](http://www.eurovans.co.uk).



## Astra CDTi



I have never been a big fan of Vauxhalls, but then again I have never owned one so you could argue that I haven't given them a chance.

Whilst the Astra is among the best-sellers in the country it never seemed to me to have the perceived cachet of the Golf nor the wider mass-appeal of the Focus.

So when Lisa Stevens of Go Vauxhall in Crawley offered to lend me the latest version I had to park my prejudices before driving the car. And I was very pleasantly surprised.

The new Astra bucks the trend of car manufacturers as this version is smaller on the outside than its predecessor; but is bigger on the inside. It is a comfortable place to be with all of the controls within easy reach.

Looking at the outside, you can see how the Astra has moved on over the years and this version has good sporty lines, whilst also delivering on the practicality of a 5-door hatchback. There is a 3-door coupe & the

estate version, but this is a good cross between the two.

On the road it performed well and I did play with all the settings. 'Sport' adds a certain level of tightness to the driving feel as well as a crisper throttle response. But there was still enough get up & go in other driving modes too.

Vauxhall has recently introduced the OnStar service to UK and European cars; a service that has been available in the US for General Motors cars for about 20 years.



The service provides a direct link between your car and Vauxhall, using the same GPS technology as sat navs and mobile phones. In cars with OnStar, the only additions you'll notice are three small buttons above the rear-view mirror. One has a blue OnStar logo and is used to speak directly to an advisor should you need assistance; a second red 'SOS' button can be pushed in an emergency, giving you priority connection to an OnStar advisor who can contact the emergency services on your behalf. The third button is a privacy switch that deactivates your car's GPS locator just in case you don't want them to know where you are going!

As well as connecting you it allows the driver to access help with technical queries, provides contact with emergency services after crashes and can even reunite owners with a stolen car.

If you would like to know more, please contact Lisa Stevens at Go Vauxhall on 01293 894361 or visit [www.govauxhall.co.uk](http://www.govauxhall.co.uk).

## New Regional Alliance Launches for Engineers, Manufacturers and Technology Specialists

A new regional alliance sponsored by Gatwick and Sussex-based chartered accountants, Carpenter Box and asb law is launching on 12 July. The Manufacturing, Engineering and Technology Alliance (METALL) aims to bring together businesses in these sectors in Sussex and south Surrey to promote good practice, share experience and provide problem solving opportunities between peers.

METALL is the successor to the Sussex Manufacturing Forum but widens the scope of membership to the engineering and technology communities, as well as geographically. Each event will be based around a proven format where attendees will hear from experts and specialists on a particular subject, followed by a roundtable opportunity to discuss wider issues.

The launch event will focus on the subject of innovation – 'Developing a culture of innovation'. The guest speakers are Dr Robert Pearson, Product Line Director at Cobham Antenna Systems and Dr Zoe Webster, Head of High Value Manufacturing at Innovate UK. They will be looking at what innovation means together with some route maps on how businesses can achieve and fund it.



Carpenter Box Partner and ex-engineer Chris Coopey, who helps to facilitate the events explained: "METALL will primarily be about helping the sector to improve and grow. It will look to make a difference by coalescing opinion and sharing experience around such things as skills and apprentice training, funding, transport infrastructure and localisation of supply chains. It will also be discussing the future and the next industrial revolution, which will be around automation, data and technology and will see the logical and seamless convergence of computing, engineering and manufacturing. All in all, something of value to anyone in the sector."

The first METALL breakfast meeting on 12 July will be held at The Roffey Park Institute, Horsham, between 8am and 11am. If you work in the Manufacturing, Engineering or Technology sectors, you can register for the event through the sign-up form on [www.metall.org.uk](http://www.metall.org.uk).

## Driving success on and off the course

With many in the industry bemoaning the decline of golf, Farleigh Golf Club in Surrey has bucked the trend and posted its most successful financial results in its 19-year history.

The Club's strengths have been both on and off the course - renowned locally for its Sunday carvery, the stylish modern Clubhouse recently welcomed Andy Castle (aka 'The Inked Chef') to head up its Nineteen restaurant, providing restaurant quality menus to members and visitors.

"It's important for clubs to diversify their offering," says General Manager Russell Stebbings. "Private member clubs may always have their place but need to evolve for golf to thrive instead of just survive. Participation rates in Europe for 9 hole and fun golf-based activities prove that flexibility and fresh approaches are needed and we are excited to be helping drive the sport forward."

Tapping in to consumer needs, the Club launched its Farleigh Friends loyalty programme in July 2015 and has over 2,500 signed up, with a repeat visit rate of 47% to April 2016.



"The Friends programme allows us to reach the casual golfer," says Stebbings. "Not everyone wants to commit to a year long membership but everyone deserves to be valued and belong."

Farleigh views the future of golf clubs in a similar way to airlines. "Our Friends are flying in economy – you get from A to B with some nice refreshments and a couple of movies. Our new Flexi Membership is like premium economy and behind the curtain is the best experience; Full Members fly first class with access to Members' Major events, social events and partner discounts."

[www.farleighfox.co.uk](http://www.farleighfox.co.uk)

## University of Sussex invites GDB members to engage

The University of Sussex is reaching out to Gatwick Diamond members with an invitation to engage with the University and choose from a range of opportunities to benefit your business.

Ranked 9th in the UK for graduate prospects, the University gives you access to a truly international student body, with excellent skills and potential to make a real contribution to your growth.

There are a number of ways you can raise your profile and access high calibre students and graduates for employment, internships (with funding streams available) or placements.

You can also develop your business through research collaboration and knowledge transfer opportunities with academic staff and their students, and draw on staff development opportunities for your most promising employees.

As part of our commitment to GDB members, the University of Sussex is proud to sponsor the 29 July members' meeting, which is to be held on our campus, surrounded by the South Downs National Park at Falmer, Brighton.

Our School of Business, Management and Economics provides staff development opportunities including the Sussex MBA, a flexible allowing staff to balance study with work commitments. Our mentoring and training scheme supports you with learning new skills whilst networking with other employers and share your skills and expertise with students.

Our Careers & Employability Centre can facilitate access to students and graduates from across our 12 schools of academic study. Our core services include providing you with unmatched opportunities to tap into our student and recent graduate talent pool. We facilitate full and part-funded internship programmes, and one-year professional placements, allowing you the opportunity to connect with future graduates and review their performance before committing to potential full time job offers.

Recruit our students and graduates, [www.sussex.ac.uk/aboutus/employers](http://www.sussex.ac.uk/aboutus/employers)

School of Business, Management and Economics, [www.sussex.ac.uk/bmec](http://www.sussex.ac.uk/bmec)



Membership of Gatwick Diamond Business, brings you real opportunities to grow your network of business contacts as well as lobby those who control the region's economy.

60% of members have gained business as a direct result of joining.

Find out how by calling 01293 440088

#### Associated Foreign Exchange Ltd (AFEX)

www.afex.com  
0207 004 3812  
Foreign Exchange & Global Payment Solutions

#### Business Growth Fund

www.bgf.co.uk  
0207 340 0641  
Business Financing

#### Crowne Plaza London Gatwick

www.cpgatwick.com  
01293 608608  
Hotel

#### Ekavat Ltd

www.ekavat.co.uk  
07775 704474  
Software & Digital Marketing

#### Fleet Efficiency Ltd

www.fleetefficiency.com  
0203 463 1324  
Fleet Management/Vehicle Rental

#### FISauces

www.fsauces.com  
07624 319465  
Creating & Producing Hot Sauces

#### Holiday Extras Ltd

www.holidayextras.com  
01303 815431  
Airport Parking, Hotels, Lounges & Travel Ins

#### Monochrome Ltd

www.monochrome.co.uk  
0845 202 0085  
Digital Agency

#### Quidnet Capital LLP

www.quidnetcapital.com  
0207 182 1780  
Property Investment

#### Sussex Gritting Services

www.sussexgrittingservices.com  
01444 453400  
Winter Maintenance

## Seminars

29th July 2016

### Proper Answers for Proper Property Projects

#### Presenters:

James Simpson of RDjW Architects  
Phillip Jemison of K2 Construction

James, Architect at RDjW Architects Ltd, and Phillip, a Project Manager at K2 Consultancy, both advise public and private clients in the real estate and property development sectors.

The plan for their seminar is to help you identify and understand the benefit of planned design and execution of a variety of property related matters. This could include an extension to your house, office internal alteration, or new warehouse construction.

The content will identify some of the legal constraints that you might encounter, and how with the advice of experienced professionals, such projects should run without a hitch.

www.rdjwarchitects.co.uk

www.k2consultancy.com

t: 01293 440088

www.gatwickdiamondbusiness.com  
twitter.com/gdbevents

Gatwick Diamond Business  
14 Basepoint, Metcalf Way  
Crawley RH11 7XX

26th August 2016

### A NEW REVOLUTION : Cars of the Future

#### Presenters:

Therese Wynn-Davies of Motorline Nissan  
Funmi Onamusi of 3F EV

• Despite technological advancements in fuel efficiency, the growth in number of cars over the last century has contributed to arguably the biggest challenge of the 21st century (CO2 emissions). Funmi Onamsi, Director at 3F EV will discuss how three fundamental features will shape the cars of the future.

• Therese Wynn-Davies, Innovation Specialist at Motorline Nissan Crawley says, the most common question she is asked on a daily basis is, "but how am I supposed to charge an electric car?" She will explain how it is much simpler than you might think. There are a lot of misconceptions about driving electric, the idea that it is difficult to charge it up is one of them.

There are now over 11,000 charge points in the UK- that means that there are now more charge points than petrol stations. Still not convinced? Let her tell you more.

At the end of the Members Meeting, there will be an opportunity for seminar attendees to Test Drive a Tesla Model S and a Kia (Both 100% Electric cars)  
\* mail@3fev.com

Therese will bring her 30kw Nissan LEAF which will also be available for test drives, and there will also be the opportunity to book free 4-day test drives.

\* therese.wynn-davies@motorline.co.uk

\*Please pre-register your interest to a test drive directly with Funmi/Therese at the above email addresses



## Forthcoming events

15th July 2016

### Networking at Ease

The Felbridge Hotel & Spa  
12pm-2.30pm  
£40 members  
£50 non-members

29th July 2016

### gdb Members Meeting

11.00am - gdb Seminar  
12.00noon - Members Meeting  
Hosted by the University of Sussex  
Free for members

4th August 2016

### Elevensees & Networking

Hampton by Hilton London Gatwick Airport  
10.30-12.00  
Free for members

11th August 2016

### Summer BBQ themed Late Lunch

The Grill Restaurant, Arora  
2.30pm-4.30pm  
£35 members  
£50 non-members

16th August 2016

### DonutWorking

Wessex Networks, Cowfold  
8.30-10.00am  
Free for Members

19th August 2016

### Networking at Ease

Ashdown Park Hotel & Country Club  
12pm-2.30pm  
£40 members  
£50 non-members

26th August 2016

### gdb Members Meeting

11.00am - gdb Seminar  
12.00noon - Members Meeting  
Hosted by Chichester College, Brinsbury  
Campus  
Free for members

20th October

### Networking Breakfast

K2  
08.15-09.45  
£15 +vat for gdb Members  
£20 +vat for non-Members

20th October

### Targetin1 BusinessExpo

K2  
10.00-16.00  
Free to visit

20th October

### gdb Speakers Conference

K2  
11.00-15.00  
£75 +vat for gdb Members  
£95 +vat for non-Members

10th November

### the gdb Charity Dinner Dance

The Felbridge Hotel  
19.00 to midnight  
Save the date

#### Booking information

E-mail or phone but please do book and don't turn up in the hope that there will be a lunch for you as you may be disappointed! And please don't think that by telling Jeremy, you'll have a place either! Where there is no price stated events are free for members to attend.

Send booking requests to  
[events@gatwickdiamondbusiness.com](mailto:events@gatwickdiamondbusiness.com)

#### Bringing Guests

If you know of someone who would like to attend a members meeting, please do check with the office first. Guests are welcome to attend one meeting to see how membership can work for them, but places are limited and we do have to turn some away. The fee for a guest is £30 (which includes VAT).

#### Remember!

To let us know if your plans change and you cannot attend, thanks.

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Basepoint, Crawley, RH11 7XX

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